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USSR Report

HUMAN RESOURCES

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LABOR

KAZAKH LABOR OFFICIALS DISCUSS LABOR SUPPLY TO KEY PROJECTS

Moscow PLANOVOYE KHOZYAYSTVO in Russian No 12, Dec 83 pp 89-94

[Article by S. Saltybayev, deputy chairman of the Kazakh SSR State Committee for Labor and Social Questions, and administration chief A. Zuykov, under the heading "Labor Resources and Labor Productivity": "Planned Provision of Start-Up Projects With Personnel in the Kazakh SSR"]

[Text] The November (1982) CPSU Central Committee Plenum paid much attention to questions of effectively using the funds being directed into developing the economy and creating new capacities in the national economy. One factor in improving the return on these funds is the provision of new construction projects with skilled manpower. This is especially important in the Kazakh SSR, where an enormous economic potential has been created and where the intensive construction of new enterprises and the expansion, renovation and retooling of existing ones continues, resulting in the updating of more than 90 percent of the fixed production assets over the past 15 years.

Many republic facilities are operating at the planned-indicator level: ore extraction, coke production, production of sponge titanium, metal-cutting machine tools, automation instruments and equipment, excavators, cotton fabric, knitwear, garments, sausages, whole-milk products, groats, mixed feeds, and so on. Along with steps to improve labor and production organization, strict observance of technological discipline, and intensive equipment operation, measures being carried out by party, soviet, planning and economic agencies to concentrate labor resources at start-up projects play a decisive role in the effective use of funds.

With a view towards improving the provision of new projects with personnel, republic ministries and departments have set an assignment on manning the main new construction projects with industrial-production personnel, directing to them personnel from vocational-technical schools, VUZ's and tekhnikums, from their own enterprises and from construction. The ministries have been set the task of strengthening the role of planning at all stages of worker training for start-up projects: increase the effectiveness of organizational-technical measures being worked out which are aimed at reducing manual labor; expanded use of the brigade form of labor organization, servicing multiple machine tools, combining occupations and other leading forms of labor organization which increase productivity and reduce the demand for labor resources; create conditions for securing skilled workers in production.

Meeting the manpower requirements of start-up projects is facilitated by the activity of labor agencies, which give priority to providing new enterprises with personnel. During 1981-1982, for example, the number of people drawn into social production by city labor placement bureaus increased by 4.8 percent, but those directed to start-up projects increased three-fold.

Labor agencies keep in view the complex of basic problems associated with manning industrial production projects, beginning with the decision to build an enterprise and right up to the start-up and mastering of its capacities. Each year, a list of the most important start-up projects is drawn up and they monitor the training of personnel for these. Approximately 10 percent of the list is enterprises recommended for monitoring by the USSR State Committee for Labor and Social Questions with the concurrence of the USSR Gosplan. The remaining enterprises listed are determined locally based on ministry and department suggestions, with the concurrence of the republic Gosplan.

When reviewing the proposals of planning organizations and economic agencies on siting new and expanding existing enterprises, republic labor agencies proceed from the necessity of using labor resources more fully and efficiently, limiting the growth of large cities, the economic development of small and medium-sized population centers, and attaining an optimum relationship in using the labor of men and women. Sites for new production facilities have been determined for 1981-1985 and up to 1990. A registration certificate is drawn up for each such facility, containing information on population size, mobility and age-sex composition, employment, working conditions, capital investment utilization, housing and academic institutions to train personnel, and so on. Rural rayons are similarly analyzed. This material is of inestimable assistance to planning and economic agencies in planning the distribution of productive forces, working out proposals on redistributing the workforce among the branches and territories in light of the labor requirements of enterprises under construction.

In the 11th Five-Year Plan, the Kazakh SSR State Committee for Labor and Social Questions, together with other republic central agencies (Gosplan, Gosstroy, State Committee for Vocational-Technical Education, Central Statistical Administration and Kazakh Trade-Union Council), has worked out comprehensive measures to meet national economic manpower requirements, including those of start-up projects. These measures (this program) anticipates a further increase in employment in social production and the more efficient use of working time through the application of labor-saving factors. The workers freed during the course of implementing this program will be directed first of all into start-up projects.

Labor agency activity on the basis of unified principles of providing new construction projects with personnel is facilitating the rise of positive trends: more than 80 percent of the projects monitored in 1982 were fully staffed; the ministries and departments began studying sources for training the workforce more carefully, and the proportion of organized forms of personnel recruitment rose from 31.5 percent in 1979 to 45.3 percent in 1983.

This does not, however, mean that there are no problems in providing start-up projects with personnel. According to republic Central Statistical Administration data, approximately one in every 10 projects put into operation has not mastered its capacities on schedule due to a shortage of manpower, and foremost

of skilled workers. The lag in mastering planned capacities caused by this is being experienced by a number of enterprises in the leading branches -- electric power engineering, ferrous and nonferrous metallurgy, chemical and petrochemical industry, machinebuilding, building materials industry, light and food industry. Losses due to this run into the millions of rubles in output not produced.

There are several reasons for this situation. An analysis of the status of personnel training made at 49 of the most important start-up projects in 1983, including the Donskoy Ore-Enrichment Combine (USSR Ministry of Ferrous Metallurgy), "Aktyubsel'mash" plant (Ministry of Machinebuilding for Animal Husbandry and Fodder Production), Karaganda Industrial Rubber Products Plant (USSR Ministry of Petrochemical Industry) and others, showed that understaffing is embodied in the calculations themselves.

The administration of a future start-up project is generally unprepared psychologically to have the required number of workers when the enterprise begins operation. Many years of experience have accustomed us to the idea that start-up projects are often, for various reasons, not released for operation on schedule, so the administration is in no hurry to train personnel: this work is frequently stopped and started again, involving the expenditure of two- to three-fold more funds than was anticipated; worker on-the-job training at home enterprises stretches out, resulting in some workers setting up families there and then not returning to the new projects. Construction workers are largely to blame for this situation and bear no responsibility for it. In our opinion, the delays connected with personnel training for which construction organizations are at fault should automatically influence the evaluations of their activity, worsen their economic position and reduce their incentives funds. Effective legal (norms) and economic (monetary sanctions in favor of the start-up project administration) measures aimed at persons not returning from on-the-job training should be undertaken.

Improving the provision of start-up projects with skilled personnel is directly associated with coordinating planned schedules for putting projects into operation and graduation from academic institutions (vocational-technical schools, VUZ's, tekhnikums, general education schools). These schedules often do not coincide: graduation from academic institutions is basically in the second quarter, while the start-up of more than 90 percent of the republic projects in 1983 was planned for the fourth quarter (more accurately, for December). Of course, the scheduled start-up of a project is regulated by construction duration normatives, but it should, in our view, be linked as well to the scheduled influx of graduates into social production.

It would be incorrect to explain the difficulties in staffing start-up projects as being due solely to the above. The question of personnel training is entrusted first of all to economic agencies which will be running the enterprises under construction. But a majority of the new construction projects, complexes and capacities are put up at enterprises experiencing manpower shortages themselves. Under these conditions, the problem of concentrating labor resources at start-up projects is considered secondary. Thus, the rates of worker training and skill improvement for new construction projects are lower than for existing production facilities, by 11.1 and 2 percentage points, respectively.

The training of workers for start-up projects is not always allocated a separate line in the overall plan for training, retraining and skill improvement.

When planning personnel training at enterprises with start-up projects, we think one should proceed not so much from the current needs of the existing production facility as from the needs which will arise as a result of starting up the new capacities. The methodology for shaping the occupational-skills structure of personnel for start-up projects also requires serious improvement. At present, it is generally determined on the basis of the structure which has evolved at the existing production facility. Moreover, already embodied in the project plan is a number of workers in excess of that agreed to by labor agencies when siting the enterprise.

One reason for the lag in personnel training directly in production is the poorly developed study-course base. One in every two start-up projects lacks it. Practically no enterprises of the Ministry of Fertilizers phosphorous industry have such a base. In solving major economic problems within the country's Food Program which are connected with increasing the production of mineral fertilizers and feed additives for agriculture, this subbranch is in charge of training and retraining personnel in study classes located basically in unsuitable premises and following abbreviated programs, which does not ensure a well-organized study process. Due to the weak material-technical base, training is oriented towards producing narrow, practical habits and does not provide the necessary theoretical training.

There are quite a few problems requiring decisions at the union ministry level in the path of developing a ministry study base. For example, according to the normatives approved by the union ministry, enterprises of republic phosphorous industry which have 2,500 or more people must have their own academic institutions for training personnel, but in actuality, not even the larger enterprises have them, since funds are not allocated for this purpose.

The problem of creating study-course combines in light industry is complicated. According to union ministry norms, only enterprises in the first wage group can have them. Start-up projects are generally unable to get in this group right away, due to objective factors, as a result of which the normatives in effect in the branch in this particular area do not ensure the development of effective planning resolutions in terms of staffing them. It is no accident that less than 20 percent of the enterprises have the potential to train personnel on a study-course combine base. This does not enable the branch to fully meet the demands of the Soviet people for high-quality goods.

Certain branches have not yet worked out normatives for the construction of study-course combines, which also delays the training of skilled personnel and mastering of new capacities. The complex of measures being carried out by the ministries and enterprises to improve the provision of start-up projects with personnel should therefore focus particular attention on developing and improving the normative base for planning the construction of study-course combines (classes, groups, and so forth).

It seems to us that the traditional method of meeting the manpower requirements of start-up projects, in which the ministries and departments rely on free-hiring

recruitment rather than plan-organized sources, leads to lack of personal responsibility and egalitarianism in staffing new construction projects and existing production facilities with skilled personnel. A particularly high proportion of free-hiring recruitment (69.1 percent) is planned for the current year by union-ministry enterprises. The Alam-Ata Biocombine (USSR Ministry of Agriculture), Irtysh Complex Ores Combine (USSR Ministry of Nonferrous Metallurgy) and Taldy-Kurgan Alkaline Battery Plant (Ministry of Electrical Equipment Industry) are planning to meet 100 percent of their personnel requirements for new production facilities through such recruitment; the Kyzyl-Ordinskiy Nonwoven Materials Factory (USSR Ministry of Light Industry) -- 88.2 percent, and the "Aktyubsel'mash" (Ministry of Machinebuilding for Animal Husbandry and Fodder Production) -- 78.8 percent.

It is basically for this reason that a gap has developed between the level of personnel skill at start-up projects and the technical equipment available at the latter. It is obviously quite legitimate to pose the question of considering the factor of start-up project priority when distributing skilled personnel under present conditions. A procedure should probably be used at existing enterprises whereby they could not accept workers in old shops until new capacities are provided with personnel, the more so since they often have manpower reserves resulting from improvements in workforce use through reduced turnover, lower manual labor, improved rate-setting and other labor-saving factors.

With a view towards concentrating labor resources at start-up projects, the role of the vocational-technical education system should be augmented. According to ministry and department data, republic vocational-technical schools will train 650 people for new construction projects in 1983, or four percent of the personnel requirements of enterprises being put into operation. The Ministry of Electrical Equipment Industry, USSR Ministry of Power Engineering and Electrification, USSR Ministry of Light Industry and USSR Ministry of Nonferrous Metallurgy are not planning to direct vocational-technical school graduates to start-up projects in the republic this year, although enterprises in these branches are in need of precisely such skilled personnel due to the level of their equipment.

According to a USSR Gosplan instruction, the construction of vocational-technical schools should be viewed as top-priority projects when planning large production capacities, so that their graduates can participate in creating the enterprise and mastering equipment and technology during the installation stage. However, this instruction is not always followed: at some enterprises, vocational-technical school construction is not included in the titles list, others plan it but do not finance it, and others build them very slowly. For example, construction of the vocational-technical school for the Donskiy Ore-Enrichment Combine (USSR Ministry of Ferrous Metallurgy) has been in progress since 1976, instead of the two to 2.5 years stipulated. The republic as a whole failed to put into operation 20 schools outlined in the 1982 plan. Due to this, losses in personnel training to meet the needs of the national economy were about 9,000 persons per year. School buildings at a fourth of the enterprises were adapted to meet other needs. Thus, local agencies in Ekibastuz transferred to a branch of the Pavlodar Evening Industrial Institute the vocational-technical school building for the Ekibastuz GRES-1, although 40-80 percent of its skilled staff in the main occupations had been filled.

Along with building new vocational-technical schools, we need to search out ways of using the available academic base more fully and effectively to train personnel in the evenings. Their use factor currently stands at 13 percent. Training personnel on this basis must involve first of all the large projects, which shape a significant portion of their workforce through free hiring from among rural residents who require fundamental vocational training. Planning and finance agencies should resolve a number of questions in advance by reviewing ministry applications, considering personnel training opportunities within the vocational-technical education system on that base, and determining sources of financing.

In order to more successfully staff start-up projects with vocational-technical school graduates, the ministries and departments should, in our view, single out in their applications to the State Vocational-Technical Education system the personnel requirements of new construction projects by using a separate line for that. This would enable economic agencies to gain an accurate idea of how many people trained in what occupations would be arriving from which schools. Moreover, it would also be appropriate for the vocational-technical academic institutions to single out in their plans personnel training for start-up projects. There would then probably be fewer misunderstandings. Thus, base vocational-technical schools of the Kazakh SSR Ministry of Power Engineering and Electrification system counted on training approximately 850 workers per year, which is far from adequate to meet the needs of an intensively developing branch. But even that number of graduates was never received by the branch, since one in every two students was being trained in occupations unrelated to power engineering. For example, GPTU-45 (in Yermak) graduated 346 young men and women in 1982, but 147 of them were salespersons. Similar problems are also facing the base vocational-technical schools of other branches.

Base enterprises must take a more active part in placing vocational-technical school graduates. We need to eliminate elements of competition among organizations involved in personnel training: young people now often train right in the workplace, in the study-course combines of the enterprises and vocational-technical schools. Priority should be given to the vocational-technical schools, and the number of people training directly in production should be determined only after the base school enrollment is met.

The general-education schools are doing much in the vocational orientation of young people, but the labor training profile often fails to agree with pupils' desires and inclinations. According to data from a survey made in the republic, 29 percent of the schoolchildren taking labor training had a limited choice of occupations, 32 percent had no choice at all, and only 30.9 percent gained the occupation in which they were interested. Consequently, in spite of the fact that upwards of 99 percent of the pupils are covered by labor training, it still has only a weak influence on choice of occupation, as a significant portion of the young people graduating from school acquire a specialty which does not correspond to their labor-training profile, so sponsors from the vocational-technical schools and enterprises have to recruit young people not from the schools attached to them, but from outside. As a result, up to 40 percent of those employed are let go in the very first year of work (training). In our view, the list of occupations for which the general-education school trains pupils should

be considerably broadened and labor training should be linked to occupations required at the sponsoring enterprises and vocational-technical schools of a given region.

Improving the mechanism for practical production activity by vocational-technical school students is of fundamental importance. Under the regulation approved by the USSR State Committee for Vocational-Technical Education in 1982, they must perform practical work in established (paid) jobs. When the latter are available, practical training for students poses no difficulties at all. However, as a consequence of steps taken in planning procedures involving freeing workers for other jobs, strict regulation of the increment in personnel limits and expanded employment of retired people, as well as the maintenance of above-plan workers at certain production facilities, a considerable number of vocational-technical school students are forced to do their practical work as understudies, due to the lack of free workstations and wage limits. This makes it harder to reinforce theoretical knowledge, lowers skill levels and affects the prestige of the vocational-technical schools, which also have difficulty keeping enrollments high, and it reduces the funds directed into developing the study-material base of the latter. It is therefore appropriate, along with solving the problem of reserving workstations for vocational-technical school students, not to include them as part of the established staff at new construction projects during their practical training period.

There should also be stricter monitoring of the arrival of vocational-technical school graduates at their place of work. It often happens in practice that not even the minimal plans for directing young workers to new construction projects are met. Thus, start-up power engineering projects accepted 17 vocational-technical school graduates last year, given a plan for 100. Not one of the anticipated 10 arrived at the Pavlodar TETs-1, which was putting a new turbine on line. The plan was to send 50 graduates to service the No 5 and No 6 power units at Ekibastuz GRES-1 after they began operating, but only five were accepted for work.

One real source for staffing start-up projects with skilled manpower is transfers from existing ministry enterprises (especially with regard to specialties for which people cannot be trained in a hurry). However, republic ministries have made little use of this source. They anticipated the transfer of only 725 people to start-up projects (4.3 percent of the number required to put the capacities into operation), although five times as many above-plan personnel were available. Thus, the republic Ministry of Light Industry, with more than 900 people above the plan, intended to redistribute only 12; given a surplus of 814 people, the Kazakh SSR Ministry of Meat and Dairy Industry did not plan to redistribute even one. The situation is similar in the union ministries. At the same time, one must not, it seems to us, plan as did the Kazakh SSR Ministry for Construction of Heavy Industry Enterprises, which intended to meet more than 70 percent of its start-up project personnel requirements through transfers from construction sites which were themselves experiencing a manpower shortage.

It is also important to draw attention to this source because start-up projects are better equipped technically than existing projects but are inferior to them in terms of worker skill. This incongruity needs to be eliminated. In our

opinion, more rights should be given labor agencies to carry out and monitor the process of intrabranch manpower redistribution in favor of new production facilities. We need to think about material incentives for workers being transferred to new construction sites, about providing them with housing, and so on. It is not only the start-up project which gains from this, but also the branch as a whole, as it is interested in the effective use of the manpower available to it.

The role of organized recruitment as a planned form of territorial-branch redistribution in providing new enterprises with personnel should be heightened; its importance is currently being unjustifiably downgraded (less than 25 percent of the start-up projects use it). At the same time, it is generally persons of active working age, those with a secondary and secondary-special education, those with adequate skills, who are taken on under organized recruitment. Among them are quite a few with families, people who want to draw up agreements to work at new construction sites.

In order to increase the effectiveness of organized recruitment planning and to maneuver labor resources more flexibly in favor of start-up projects, we need to grant labor agencies the right to make changes in the plans of construction ministries and organizations which are the main consumers of workers under organized recruitment, but which often do not have the conditions necessary to place them in jobs. In particular, organized recruitment volumes which cannot be utilized by the latter should be transferred to start-up projects needing manpower. Moreover, it is economically justified to extend to those taken on under organized recruitment the benefits of construction organization workers: when a two-year contract is signed in construction organizations, the size of the one-time monetary grant is 200 rubles; in nonconstruction organizations -- 30 rubles. This does not stimulate an influx or the retention of personnel at new construction projects.

Social and personal-services questions are of top-priority importance to successful personnel recruitment and retention. Analysis shows that many start-up projects lack real conditions for securing the needed number of workers. Thus, enterprises with new construction projects fulfilled the 1982 housing plan by 85.7 percent (27,000 people were left in need of housing). These problems are not being solved any better in 1983. In spite of the fact that more than 90 percent of the projects need housing, it is only going up at one in every two projects. More than 80 percent of the new construction projects need children's preschool institution, but only one in every 10 is putting them up. The provision of start-up projects with public catering institutions is low (84.4 percent), as is the availability of preventive treatment institutions (44.4 percent), public sanitation facilities (86.7 percent), sporting and cultural facilities (42.2 percent) and subsidiary farms (42.2 percent).

The enterprises themselves sometimes aggravate the social and personal-services problems by recruiting unskilled manpower from among rural residents who require fundamental vocational training, residence permits and housing. But this problem basically results from disproportionality in the development of production and nonproduction construction, in the latter's lagging behind the former, which is associated with planning and design oversights.

Dissatisfaction with social and personal-services conditions is one of the primary reasons for dismissals and the unwillingness to go to work at start-up projects. Turnover is about 30 percent at the Novo-Dzhambul Phosphorous Plant.

Thus, the following are among the top-priority tasks in improving the provision of start-up projects with personnel:

- coordinating schedules for putting start-up projects into operation with the graduation of specialists from vocational-technical schools, tekhnikums and VUZ's, as well as of young people from general-education schools;

- increasing the role of plan-organized forms in the staffing of start-up projects (especially through training at vocational-technical schools, on the basis of better use of the existing study base at night, organized worker recruitment and transfers from other enterprises);

- specific determination in ministry and enterprise measures of the numbers, occupations and graduating facilities (vocational-technical schools, VUZ's, tekhnikums and enterprises) to supply new construction projects;

- establishing the priority of start-up projects as those most needing manpower when distributing the workforce;

- ministry and department review of the status of personnel availability at each start-up project and taking additional steps to train skilled workers and create production, housing, personal-services and cultural conditions for them which will retain them in production.

The problems examined here concerning improving the provision of start-up projects with personnel do not exhaust all the questions in this area. And there may be other ways of resolving them in practice. However, their actualization will, in our view, permit a very substantial improvement in the provision of new construction projects with personnel and, consequently, the more effective use of capacities at enterprises under construction.

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LABOR

COMMENTS ON INTERRELATIONSHIP OF LABOR DISCIPLINE, WAGES

Moscow SOTSIALISTICHESKIY TRUD in Russian No 3, Mar 83 pp 3-6

[Unsigned article: "Work Discipline and Wages"]

[Text] Conscientious work has always been honored. It is precisely through work that all our wealth has been created. Among us a man is judged and given his due according to his labor. It is a popular wisdom that discipline and work go together. And indeed, success in any cause hinges on the conscientious and well-organized work of every worker, brigade leader, foreman, specialist and manager. Without a firm discipline of work, production and plan, as well as without state discipline, we cannot progress rapidly in intensifying the economy and accomplish the tasks posed by the 26th Party Congress and the May and November (1982) Plenums of the CPSU Central Committee.

The requirement of assuring the strictest discipline and responsibility of every individual for the job entrusted to him is becoming particularly topical at the present stage of development of the socialist economy, now that the scale of production has become huge, its specialization advanced, and the economic relations among enterprises have become more complex. In such a situation the importance of organization and order, of adherence to discipline of work, production and plan, and an efficient utilization of every hour, every minute of work time, has increased incommensurately.

However, it is a fact that certain administrative agencies and heads of associations, industrial enterprises, kolkhozes, sovkhozes and construction projects are not paying due attention to strengthening the discipline of work and production, improving working conditions and assuring a well-organized, orderly and smoothly progressing production. As before, much time is still wasted, which reduces work productivity, affects adversely the end-results of work and causes the underfulfillment of state plans. In construction, for example, 10 percent of all work time during a shift is wasted. And it is not surprising that this branch consistently does not cope with its targets for increasing work productivity releasing for use new facilities and production capacities. At the enterprises of the RSFSR Ministry of Procurements twice as much work time is being wasted as for the RSFSR industry as a whole. To offset this in some way, overtime operation is often resorted to at these enterprises. Last year the volume of overtime operations increased by a factor of 1.5.

Work discipline is a broad concept. It cannot be simply interpreted as punctual reporting for and departure from work as well as adherence to the daily schedule, although this too is of great importance. Some people are not late for work, and they do not go home ahead of the prescribed time, yet during the work shift they do not put their hearts into their work as the saying goes. As a result, millions of manhours of precious work time are lost. The damage caused by violators of technological and production discipline--slovenly and slapdash workers--is no smaller. But particularly great damage to the economy is caused by absentees--the worst violators of work discipline. In modern highly specialized production it is by no means a simple matter to replace a work absentee. This means an inevitable breakdown of the technological flow, forced idling of co-workers and equipment, and a disruption in the smoothness of operations. But these are not the only problems. Absenteeism is an open challenge to the collective, to work comrades. And it has to be viewed as desertion from work.

At the November (1982) CPSU Central Committee Plenum the need of providing such--economic and organizational--conditions as would stimulate competent and productive work and initiative and resourcefulness was stressed. And conversely, shoddy work, idleness, irresponsibility should be most directly and irreversibly reflected in the wages, ranking and moral authority of workers.

The decisions of the CPSU Central Committee Plenum were approved by all Soviet people. This was also graphically demonstrated by the meeting between comrade Yu. V. Andropov, General Secretary of the CPSU Central Committee, and Moscow machine tool builders of the Plant imeni Sergo Ordzhonikidze. The collective of that plant was one of the initiators of the movement for improving the organization of labor and increasing the discipline of work and production. The machine tool builders resolved to increase their work productivity during the current principal year of the 5-year plan by at least 1.5-2 percent owing to a reduction in work time losses alone.

In his speech at that meeting Yuriy Vladimirovich Andropov stressed: "We need a conscious work discipline, such as would advance production. We must imbue the struggle for discipline with a great importance and link it directly to the fulfillment of output targets."

The nationwide struggle for increasing work discipline launched on the initiative of the Muscovites reflects the needs of life itself. An example of a high awareness, organization and discipline is being demonstrated by work pacesetters and innovators, the vanguard of socialist competition. A well-known name in our country is that of the Hero of Socialist Labor and State Prize Winner M. Chikh, the famed miner, stope brigade leader at the "Mayskaya" Mine. The collective he heads has a yearly output of 1 million tons of anthracite or more than 3,000 tons daily. This is equal to the daily extraction of an entire average mine. This brigade has achieved such a high extraction level by prolonging the operating time of loading machinery and streamlining its organization of labor. Any omission at work, any violation of discipline of work and production, is discussed by the brigade council. The comrades hold the culprits responsible. But that is not enough. The deeds of the culprits also are taken into account when determining the distribution of wages among the collective with the aid of the coefficient of work parti-

cipation. There is no room there for indulgence, detachment and wage-leveling.

And yet there are quite a few enterprises and construction projects where breaches of work discipline are tolerated, left basically uncondemned, and sometimes even publicity about them is suppressed. A worker absents himself and the "good" manager issues by hindsight an order granting him a work leave. He does so in order to preserve a "decent" image of the state of work discipline in the collective and not to lose his own bonus as well. But this is pure deceit! And of course, it is impossible not to understand the speakers at a meeting of the collective of the "Leningrad Metal Plant" Production Association who declared that managers should be held just as strictly accountable for suppressing instances of breaches of work discipline as they are for padding the plan.

Not infrequently individual workers and entire brigades become unwitting violators of work discipline. Owing to a shortage of billets, components, materials, or for other reasons, they have to idle for a long time. In order to appease somehow his own guilt and compensate for his inability to organize their work efficiently, the foreman or supervisor credits them with their normal wages. They get paid, but work is halted. As a result, in such place the necessary proportions between the growth rates of work productivity and wages are crudely violated. And yet, it is they that account for the larger common proportions at the level of branches and the entire national economy. Thus, during the last 5-year plan period, every percent of increase in work productivity in construction should have corresponded to 0.4 percent of increase in wages. In reality, however, wages rose by 1.29 percent or more than thrice as much.

To strengthen work discipline, order and organization in production, the measures specified in the labor law code and other regulations should be more fully utilized. Enterprise heads have been delegated the right to transfer work absentees and other violators of work discipline to lower-paid jobs, deprive them completely and partially of year-end performance bonus, assign to them the lowest priority in assignment of housing, shift the time of their annual leave from summer to winter or fall, etc. upon consultation with trade-union committees. At the Minsk Machine Tool Production Association, for example, the year-end one-month pay bonus is reduced by 5 percent for a worker who reports late for work once; by 15 percent for reporting late for work twice and by 50 percent for reporting late for work thrice and more often, and it is completely denied to workers who absent themselves. The penalties are even more strict at the Kaluga Electrical Automotive Equipment Plant where the year-end one-month pay bonus is reduced by 25 percent the first time a worker reports for work late or leaves work early.

The situation is different at the Voronezh Production Association for the Manufacture of Pressforging Equipment, where a worker receives 70 percent of his year-end bonus even if he absents himself; for a second absence his bonus is reduced to 40 percent. For this very reason, absenteeism is not regarded there as something extraordinary.

Experience shows that the struggle to strengthen work discipline is at its most successful at brigades based on the autonomous system, whose wages hinge on the end-result of their performance and the KTU [coefficient of work

participation] At such collectives slackers, shoddy workers and lovers of long smoking breaks are influenced not only by words but by the ruble. Unfortunately, the distribution of the brigade wage fund among members is based on the coefficient of work participation in only one-third of all brigades. Thus, there are 44 brigades at the iron casting shop of the "Altay Automotive Plant" Association and at none of them is that coefficient employed. It is not surprising that at that shop there is considerable personnel turnover, considerable absenteeism and a large number of other violators of work and production discipline.

Work discipline and wages are links in the same chain. "To each according to his labor" is a principle of socialism. And if that principle is adhered to, a healthy atmosphere is created in the collective along with a highly demanding and responsible attitude and a good work atmosphere. When, however, discipline is weak and wages are determined on the basis of "averaging," the stimulating role of the ruble declines and trust in the equitability of wages is undermined. The harm of wage egalitarianism is difficult to overestimate. It causes serious economic disproportions. Unless it is resolutely stopped, people will receive increasing amounts of unearned wages without a corresponding increase in consumer goods. That is why it is so important for the growth rate of work productivity always to exceed the growth rate of wages. Such is the law of economics. Yet among us in 1981 work productivity grew only by 2.7 percent while wages grew by 2.4 percent. This ratio was even worse last year when work productivity in industry grew by only 2.1 percent while wages increased by 3.5 percent.

From this follows the ineluctable conclusion that it is necessary to promote in all ways the growth rate of work productivity; which was and remains the paramount and most important factor in the successful development of the socialist economy. And to this end it is necessary to accelerate scientific and technological progress, utilize efficiently every minute of work time, resolutely combat absenteeism, work stoppages and other breaches of the discipline of work and production as well as wage egalitarianism and the padding and falsification of figures, and enhance consistently and tenaciously the incentive role of wages so that the wage-category system, norming and incentive systems would prompt people to work as productively as possible.

In relations among enterprises, more attention should be paid to strengthening the discipline of shipments. For shipment delays at just one of a number of co-producing enterprises are bound to cause a chain reaction resulting in idling of workers and equipment at the other co-producing enterprises as well as in month-end haste, which also affects production quality adversely. That is why an important role is assigned to this indicator in the Decree of 12 July 1979 of the CPSU Central Committee and the USSR Council of Ministers. But although more than two years have passed since then, the number of the supplier enterprises and associations which fail to adhere to their delivery schedules has decreased only insignificantly.

To improve the delivery discipline, the USSR Gosplan, the USSR Gossnab, the USSR Ministry of Finance, the USSR State Committee for Labor, the USSR Central Statistical Administration and the All-Union Central Council of Trade Unions have introduced as of this year more rigorous requirements for setting up wage incentive and bonus funds, making them dependent on the fulfillment of

contractual terms and obligations. However, certain ministries exempt "by way of an exception" their subordinate enterprises from these regulations, without being concerned about the problems then experienced by the user enterprises awaiting the shipments. It appears necessary to increase more consistently the material and moral responsibility of ministries and enterprise heads for the implementation of previously adopted decisions.

Certain enterprises are not very zealous to strengthen work discipline and reduce work time losses, and neither are they consistent in fulfilling the targets for increasing work productivity, so that they lag in this respect behind analogous enterprises. But this is in no way reflected in the earnings of their managerial personnel and engineers and technicians. And yet, such enterprises could be classified in a lower wage group for these categories of personnel. But the ministries do not avail themselves of this right.

On the whole, monitoring the utilization of wage funds and analyzing the sources and structure of the expenditures of incentive funds represent important instruments for detecting irrational losses of time and funds. Some administrators tend to allocate more funds for lump-sum rewards for the fulfillment of particularly important targets. In practice, however, such funds usually are spent on payment for concealed overtime work, although what is being fulfilled overtime is nothing else than the plan itself. The wages earned for doing such last-minute work are paid as a rule. And of course in such cases the growth rate of wages is bound to exceed the growth rate of work productivity. But in reality the funds are spent not according to purpose and serve to conceal breaches of work regulations.

Much depends on the foreman when it comes to bringing due order into production, organizing the labor of workers and strengthening discipline. The possibilities for encouraging his activism do exist. It is important to link extra pay for foremen reaching 30 percent of their regular pay, as well as extra pay for shop chiefs, their deputies and shop engineer and technician personnel, to the indicators of discipline in the corresponding shop subdivisions.

Recently editorial boards of newspapers and periodicals as well as the ministries, departments and other organizations have been receiving proposals from workers, kolkhoz members and economists for further strengthening work discipline, making production more efficient and improving the quality of work. Again and again, these proposals point out that most often, breaches of discipline occur wherever the organization of labor is poor, the level of the mechanization of labor is low, planning oversights are committed and material-technical supply is poorly organized. In this connection, it is highly important to increase the responsibility of managers. S. Klement'yev, lather operator at the Kungurskiy Machine Building Plant of the "Turbobur" Association, has proposed increasing the responsibility of workers at all administrative levels up to the ministerial level. He bases his conclusions on such often encountered facts as the assignment of the quarterly plan to a plant without assuring it with adequate supplies, which means that the ministry plans in advance the idling of the plant. And the invariable result is last-minute haste to meet plan targets just before the quarter ends, along with overtime work, which loosens discipline and causes excess spending of wage funds.

Those who violate the discipline of work and production systematically and without weighty reasons should be dealt with more severely. The workers themselves propose granting to the management the right of completely depriving of all kinds of bonuses for a long period of time those who absent themselves from work or appear for work in inebriated condition, as well as depriving them of the established extra pay for skills advancement, upon consultation with the trade-union committee and on taking into account the opinion of the collective. Conscientious workers consider it just to reassign such people to other, lower-paid jobs for a period of up to 3 months. If the penalized worker absents himself from work once more during the year, he should be reassigned to a lower-paid job for a period of up to 6 months regardless of his occupation and specialty. As for instances of concealment of absenteeism and other breaches of labor discipline, foremen, work supervisors, sector and shop chiefs, and other administrators should be held materially accountable for them by deducting, for example, part of their wages. It is also proposed that material sanctions be imposed on shoddy workers. At present, as known, the cost of ruined billets, components, devices and mechanism can be garnished from them only with their consent. But the proposers--other workers--believe that the management should be given the right to impose on shoddy workers fines in amounts directly equal to the damage they caused, but not exceeding their mean monthly wages, upon consultation with the trade-union committee, without having first to ask the shoddy worker's consent.

Man in the socialist society wins glory by his labor alone. And a high and conscious discipline is the first and immutable prerequisite for highly productive and creative labor. Everything should be done to make all elements of the machinery of management, the entire system of moral and material incentives, promote the strengthening of discipline.

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LABOR

ECONOMIST CRITICAL OF LAG IN FARM LABOR PRODUCTIVITY

Moscow KADRY SEL'SKOGO KHOZYAYSTVA in Russian No 1, Jan-Feb 84 pp 38-42

[Article by Dr of Economic Sciences V. Mashenkov: "Cardinal Enhancement of Labor Productivity Is a Key Task"]

[Text] The national economic significance of the growth of labor productivity as the most important prerequisite for the victory of the new social system is well-known. Our party has always shown tireless concern for ensuring the steady enhancement of the results of the work of the Soviet people. This is confirmed once again by the materials of the December CPSU Central Committee Plenum and the 9th session of the USSR Supreme Soviet, 10th convocation. The State Plan for the Economic and Social Development of the USSR in 1984 considers upgrading production efficiency and, above all, the growth of labor productivity, one of the main tasks.

In his work "Karl Marx's Theory and Some Problems of Socialist Construction in the USSR," Comrade Yu. V. Andropov noted that in recent years "the inadmissibility of violating the objective economic requirement of a faster growth of labor productivity has been manifested quite clearly." This trend can be clearly traced in the study of the efficiency of APK [Agroindustrial Complex] sectors, particularly in agriculture and the meat and milk industries. The fact that here wages increased faster than labor productivity could not fail to affect the balanced sectorial development in the entire national economy, the purchasing power of the ruble and the material incentive of the workers. This is because the APK accounts for the largest share of the country's economy. It includes some 20 large sectors and approximately 40 percent of the manpower and more than one-third of the fixed production capital of the country's economy. It accounts for some 40 percent of the overall social product more than one-third of the national income and 80 percent of the consumption fund. All of this makes labor productivity for the country at large dependent on the way it develops in the agroindustrial complex.

The implementation of communist construction tasks demands of the APK cadres at the present stage sharply to increase labor productivity and ensure its faster growth rate compared to that of wages. Accelerating the growth of labor productivity in agriculture, which is the foundation, the core of APK development, is particularly important.

In agriculture a number of negative circumstances dictate the requirement of taking steps to accelerate the growth of labor productivity. Today the possibility of adding to the manpower has declined considerably as a result of

the drop in the birth rate during the 1960s. The recruitment of housewives as a source of labor resources for public production has virtually dried out. The possibility of increasing the amount of working time spent in public farming is becoming increasingly limited as a result of the increased volumes of output of agricultural commodities, the conversion of agriculture to an industrial base and the reduced number of people employed in it. Thus, as early as 1970 a sovkhos worker averaged 277 man/days in public farming, while the kolkhoz farmer averaged 257.

All of this presents farm managers and specialists with conditions in which the growth of labor productivity must be secured exclusively through intensive factors. The importance of such factors becomes even greater if we consider that agriculture is insufficiently equipped with fixed capital and power-generating facilities.

Studies have indicated that labor productivity is higher wherever a high level of capital-labor ratio has been achieved, which reduces technological labor-intensiveness. Thus, in recent years substantial growth rates in labor productivity have been noted in poultry and hog breeding, the output in which is being dynamically reorganized on an industrial base. Meanwhile, labor outlays per quintal of potatoes, vegetables, cotton, beef, mutton, wool and some other agricultural commodities are declining too slowly. Reorganizing production on an industrial basis should remain the main trend in upgrading agricultural labor productivity.

The slow reduction of labor outlays per hectare for a number of crops and per head for some varieties of cattle in recent years can be largely explained by the insufficient scale at which comprehensive mechanization is being applied and the lagging in the mechanization of individual processes. In crop growing this applies above to potato, vegetable and cotton harvesting and to loading-unloading and some other operations. In 1981, for example, only 42 percent of the potato crop was harvested with combines and only 21 percent by the assembly-line method; 38 percent of the potatoes were loaded from the fields manually. Mechanization accounted for 19 percent of the vegetable harvest and 58 percent for the cotton.

The level of mechanization of individual operations in animal husbandry remains inadequate, particularly in feeding and removing the manure from the premises. In cattle raising mechanized fodder distribution amounted to 46 percent in kolkhozes and 48 percent in sovkhoses. Whereas comprehensive mechanization in agricultural enterprises reached 75 percent for poultry and 65 percent for hog raising, it averaged 45 percent on cattle farms and no more than 14 percent in sheep breeding.

In accordance with the resolutions of the 26th Party Congress, the May 1982 CPSU Central Committee Plenum and the CPSU Central Committee and USSR Council of Ministers decree "On Measures for Further Enhancing the Technical Standard and Quality of Machines and Equipment for Agriculture, Improving Their Utilization and Increasing Their Production and Deliveries in 1983-1990" the sectors in the agroindustrial complex must do a great amount of work. Machines, equipment and mechanisms for the mechanization of operations currently performed manually will be delivered to agriculture on a priority basis. During the current five-year plan we must complete the comprehensive production

mechanization in growing sugar beets, cotton and flax and the application of chemical fertilizers and plant protection chemicals. The level of mechanization in potato, vegetable, fruit and fodder growing and animal husbandry output will be increased significantly.

In order to improve the economic results from the equipment supplied to agriculture, it must be procured to the various rayons and agricultural enterprises on a comprehensive basis. The CPSU Central Committee and USSR Council of Ministers resolution of converting agricultural associations, enterprises and organizations and material and technical procurements to a cost-accounting basis in the development, utilization and application of the equipment will help to increase returns from labor mechanization facilities.

At the same time, the industrialization of the sector will give agricultural production workers the opportunity to apply their substantial reserves and possibilities. It has been established, for example, that wherever the comprehensive mechanization of livestock farms is combined with the use of progressive methods of production and labor organization substantial reductions in manpower outlays per unit of output are achieved.

However, the tremendous advantages of industrial technology are not used fully in enhancing the growth of labor productivity in agriculture everywhere. In particular, the optimal size of animal husbandry complexes is not observed and a reliable feed base is not being developed. No direct channels for production marketing are established, relations with APK partners are not synchronized, and so on.

The resolutions of the November 1982 and June and December 1983 CPSU Central Committee plenums consider the extensive and accelerated practical utilization of the achievements of science, technology and progressive experience the base for radical improvements in labor productivity. Therefore, the utilization of this factor must be given first priority in the comprehensive evaluation of the work of cadres in upgrading crop yields and livestock productivity.

The next group of measures which influence the level of labor productivity includes production specialization and concentration and the fullest possible consideration of natural and economic conditions in determining agricultural production volumes and procurements.

Greater labor productivity can be achieved if workers specialize in one or two rather than several operations and, using the latest equipment, handle a larger number of cattle or cultivate a larger area and if the crop they are growing is the most productive under the specific set of circumstances. Specialization offers possibilities of highly productive utilization of the latest machines, enhancing the skill of the workers and applying progressive labor organization methods. In the final account, specialized farms invest less labor per unit of output compared with multisectorial farms.

The growth of labor productivity is greatly determined by the utilization of progressive technological methods and improving the organization of and incentives for production and labor. The contract labor collectives are clear proof of this fact. Their labor productivity is 20 to 30 percent higher than that of links, brigades or livestock farms applying traditional methods of labor organization and wages.

Finally, the growth of labor productivity depends on social production conditions, the educational and cultural standards of the workers, labor discipline, work skill and quickness of the work. In practical work all of this helps to meet the scientific labor norms, to ensure its efficient utilization at each workplace and to eliminate all varieties of idling and unproductive outlays. This was the topic which Comrade Yu. V. Andropov discussed at his meeting with Moscow's machine-tool builders. He pointed out that in order to increase production efficiency and the growth of labor productivity "...everyone must fulfill his norm and production assignment."

The highest percentage of nonfulfillment of production norms in crop growing in the Russian Federation today is in the area of manual operations. It is quite considerable in loading and unloading operations and in potato and vegetable harvesting. Let us single out among mechanized operations in this respect seeding and harvesting potatoes and harvesting sugar beets.

In RSFSR animal husbandry as well, one-half of the personnel handling cattle and poultry in kolkhozes and sovkhoses fail to fulfill their output norms. The percentage of nonfulfillment is particularly high in kolkhoz manual milking, calf raising and shepherding.

The fact that a considerable percentage of output norms are not met is largely explained by the imperfect professional structure of the workers and their insufficient skill.

At the developed socialist stage, with the growth of labor productivity in agriculture, the absolute and relative number of working people engaged in unskilled or underskilled work diminishes while the percentage of skilled labor grows steadily. This is an objective process which reflects the influence of the scientific and technical revolution and agricultural production intensification as confirmed by the following data:

In the sovkhoses of the Russian Federation, between 1965 and 1979 the share of workers using machines and mechanisms increased by 1.5 fold, including more than one-half in crop growing and more than double in animal husbandry. In the country's sovkhoses as a whole within the same period of time the percentage of workers in livestock farms using machines and mechanisms and servicing equipment and machine units almost quadrupled while the number of workers increased by a factor of 5.5. The number of milking machine operators more than tripled and that of fitters-repairmen, electrical installers and electricians increased by a factor of 7.7. The number of operators and tractor drivers engaged in feeding the animals increased sharply as well.

Unfortunately, the system of training highly skilled worker cadres for the countryside is unsatisfactory. Between 1976 and 1980 the skill breakdown of graduates of rural vocational-technical schools was as follows: crop growing, 76.5 percent; animal husbandry, 8.6 percent; operation and repairs of machines, mechanisms and equipment used in agriculture, 2 percent; electrification and communications, 1.9 percent; transportation, 5.3 percent; reclamation, 4.9 percent; auxiliary enterprises and industries and storing and processing agricultural products, 0.7 percent; and forestry, 0.1 percent.

The existing structure for training cadres in secondary vocational-technical schools does not take fully into consideration the production requirements of

agricultural enterprises related to industrialization, intensification and integration processes taking place in APK sectors. It has essentially retained the old type of specialization aimed at training tractor drivers. During the 10th Five-Year Plan almost three-quarters of the entire curriculum dealt with such training. Particularly few are cadres trained for animal husbandry, the operation of power facilities, repairs and technical servicing of the machine-tractor fleet, construction and the service industry.

The successful transformation of the agroindustrial complex into a highly productive economic sector will be assisted by supplying agriculture and the other APK sectors with the necessary number of highly skilled cadres.

The party and the government are always concerned with providing conditions for the more active participation of the working people in the production of agricultural commodities. Within the APK this is manifested above all in making enterprises and organizations interested in the end results of agricultural production.

The May 1982 CPSU Central Committee formulated a number of steps aimed at providing an incentive to kolkhoz and sovkhoz partners who help them by providing technical and agrochemical services, carrying out reclamation projects, and procuring, storing and processing agricultural commodities.

The CPSU Central Committee and USSR Council of Ministers decree "On Perfecting Economic Relations Between Agriculture and the Other National Economic Sectors," formulated, in accordance with the resolutions of the May 1982 CPSU Central Committee Plenum, a new procedure in assessing the activities of enterprises and organizations servicing agriculture. They are now rated on the basis of the production indicators achieved by kolkhozes and sovkhozes. The activities of procurement organizations are rated on the basis of their fulfillment of production procurement plans. The rising of such indicators for most kolkhozes and sovkhozes will essentially reflect the growth of labor productivity among agricultural workers. Together with the increased production of agricultural commodities, increased labor productivity in serviced farms will be the main indicator of Sel'khoztekhnika associations.

The implementation of the CPSU Central Committee and USSR Council of Ministers decree "On Perfecting Economic Relations Between Agriculture and the Other National Economic Sectors" opens extensive opportunities for increasing the labor efficiency of the personnel in all areas, sectors and enterprises of the agroindustrial complex, including agricultural enterprises, repair and technical bases, agrochemical, reclamation and transportation services and processing, construction, supply, procurement and other enterprises and organizations.

The fulfillment of the Food Program requires the steady improvement of economic and organizational conditions which would encourage qualitative and highly productive labor and initiative. The maximal utilization of possibilities of increasing labor productivity and exceeding its planned level is the most important task of every labor collective and the patriotic duty of every Soviet person.

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GENERAL

NATIONAL ECONOMIC STATISTICAL TABLES PRESENTED

Moscow VESTNIK STATISTIKI in Russian No 11, Nov 83 pp 43-48; 56-57; 59-60; 66-80

[Text] To Aid the Canvasser and the Propagandist

Wages of Workers and Office Workers of the USSR National Economy

1. Average Monthly Wage of Workers and Office Workers in the National Economy (in rubles)

Years	Average monthly wage with supplement of payments and benefits from public consumption funds	Average monthly monetary wage
1970	164.5	122.0
1975	198.9	145.8
1980	232.7	168.9
1981	238.8	172.5
1982	246	177.3
1983	249	181
(1st half-year)		

The average monthly wage of workers and office workers in the national economy increases by 14.5% per year of the 11th Five-Year Plan and in 1985 will exceed 193 rubles.

2. Average monthly monetary wage of workers and office workers by sector of the national economy (in rubles)

Sectorial Division	1970	1975	1980	1981	1982
Entire national economy	122.0	145.8	168.9	172.5	177.3
Industry (industrial-production personnel)	133.3	162.2	185.4	189.6	196.1
including					
Workers	130.6	160.9	185.5	190.2	196.8

2 (cont'd)	1970	1975	1980	1981	1982
Engineering-technical personnel	178.0	199.2	212.5	214.4	220.2
Office workers	111.6	131.3	145.8	148.2	152.2
Agriculture	101.0	126.8	149.2	153.1	158.7
including sovkhoses, inter-farm and other agricultural production enterprises:					
All workers and office workers, including:	100.9	126.7	149.2	152.9	158.8
Workers	98.5	124.7	148.5	152.6	158.3
Agronomic, zootechnical, veterinarian and engineering-technical personnel	164.3	179.4	185.5	185.2	193.1
Office workers	95.6	114.0	122.8	123.1	128.9
Transport	136.7	173.5	199.9	204.3	210.1
Railroad	123.4	158.1	187.4	191.0	198.0
Water	169.5	212.8	232.0	241.7	248.9
Motor vehicle, urban electric and other transport; materials handling organizations	140.3	177.1	202.5	206.8	212.2
Communications	96.8	123.6	145.8	148.1	150.5
Construction	149.9	176.8	202.3	209.4	217.2
Including construction-installation work:					
All workers and office workers	153.0	181.1	204.5	211.4	218.9
including					
workers	148.5	180.3	207.9	215.8	224.3
engineering-technical personnel	200.0	207.0	212.9	216.5	221.0
Office workers	136.8	145.8	148.0	150.7	154.4
Trade and public catering; material-technical supply and sale; procurement	95.1	108.7	138.2	140.7	142.2

2 (cont'd)	1970	1975	1980	1981	1982
Housing-municipal services; non-production types of everyday service for the population	94.5	109.0	133.2	135.8	139.0
Public health, physical culture, social security	92.0	102.3	126.8	128.5	129.8
Public education	108.1	126.6	135.9	136.7	137.5
Culture	84.8	92.2	111.3	112.8	114.1
Art	94.8	103.1	134.8	136.5	137.4
Science and scientific service	139.5	157.5	179.5	183.2	190.9
Extension of credit, state insurance	111.4	133.8	162.2	166.8	168.9
System of organs for state and economic administration, organs of administration for cooperative and public organizations	123.2	131.8	156.4	158.1	159.6

3. Average Monthly Wage of Industrial-Production Personnel, by Categories and by Sectors of Industry (in rubles)

Classifications	1970	1975	1980	1981	1982
Electric power engineering					
Industrial-production personnel	138.2	167.3	190.2	194.3	199.5
including:					
workers	124.1	153.7	176.1	180.9	186.8
engineering-technical personnel	202.2	228.5	248.9	250.5	253.8
office workers	127.1	154.1	176.2	177.2	180.5

3 (cont'd)

	1970	1975	1980	1981	1982
Fuel industry					
industrial-production personnel	201.0	245.0	271.7	277.5	299.1
including					
workers	197.2	244.8	270.7	276.5	298.2
engineering-technical personnel	270.0	292.1	319.1	325.4	347.9
office workers	132.7	164.7	176.4	180.8	197.6
Ferrous metallurgy					
industrial-production personnel	153.4	188.0	214.1	218.0	221.9
including					
workers	150.9	186.7	215.3	219.1	223.4
engineering-technical personnel	214.5	240.5	246.5	250.5	252.7
office workers	115.7	138.7	148.3	151.2	152.3
Chemical and Petro-chemical industry					
industrial-production personnel	136.9	165.2	183.2	187.0	191.0
including					
workers	130.8	160.6	181.3	185.6	190.0
engineering-technical personnel	194.3	215.3	216.6	217.4	219.5
office workers	123.8	143.0	150.7	152.9	155.4
Machine Building and Metalworking					
industrial-production personnel	134.4	164.1	187.5	191.7	198.4
including					
workers	131.7	163.5	188.7	193.6	200.5
engineering-production personnel	168.5	190.6	204.7	206.4	212.2
office workers	109.8	130.3	146.4	148.7	153.4

3 (cont'd)	1970	1975	1980	1981	1982
Timber, Woodworking, Paper and Pulp Industry					
industrial-production personnel	135.3	169.3	191.6	196.9	202.2
including					
workers	135.1	169.6	192.8	198.4	203.9
engineering-technical personnel	166.0	199.9	208.9	212.5	217.0
office workers	116.8	142.3	153.4	157.7	160.6
Building Materials Industry					
industrial-production personnel	138.2	165.3	180.2	184.7	189.8
including					
workers	135.2	164.0	182.0	187.4	192.5
engineering-technical personnel	176.5	190.9	186.7	186.2	191.9
office workers	125.9	141.6	140.9	144.2	147.7
Glass, Porcelain and Glazed Pottery Industry					
industrial-production personnel	128.3	151.0	168.5	172.1	176.0
including					
workers	124.9	148.8	169.0	172.8	176.9
engineering-technical personnel	186.3	196.9	193.3	194.4	196.4
office workers	129.4	142.1	144.0	145.2	148.5
Light Industry					
industrial-production personnel	103.3	124.6	149.9	152.8	156.7
including					
workers	103.8	126.0	152.2	155.3	159.2
industrial-technical personnel	140.5	157.2	178.8	180.3	185.0
office workers	96.6	112.2	131.5	133.0	135.7

3 (cont'd)	1970	1975	1980	1981	1982
Food Industry					
industrial-production personnel	119.0	146.5	167.2	170.3	175.9
including					
workers	113.6	142.1	163.6	167.0	173.0
engineering-technical personnel	178.0	200.3	214.0	215.1	219.3
office workers	107.0	122.9	135.5	137.4	139.6

4. Income Structure for Worker and Office Worker Family (in percent)

Income Sources	1970	1975	1980	1981	1982
Total Family Income	100	100	100	100	100
including					
wages of family members	72.0	72.2	71.7	71.3	70.6
pensions, allotments, grants and other payments and benefits from public con- sumption funds (including free education, medical treatment, etc.)	21.5	22.2	22.8	22.9	23.4
income from personal subsidiary farm	3.9	2.9	3.1	3.2	3.3
income from other sources	2.6	2.7	2.4	2.6	2.7

5. Income Structure for the Family of an Industry Worker (in percent)

Income Sources	1970	1975	1980	1981	1982
Total Family Income	100	100	100	100	100
including					
wages of family members	74.4	74.3	74.2	73.8	73.4
pensions, allotments, grants and other payments and benefits from public con- sumption funds (including free education, medical treatment, etc.)	22.1	22.5	23.3	23.5	24.0
income from personal subsidiary farm	1.3	0.9	0.7	0.7	0.7
income from other sources	2.2	2.3	1.8	2.0	1.9

6. Measures to Raise Wages for Workers and Office Workers in the USSR National Economy in the 9th, 10th and 11th Five-Year Plans

In the Ninth Five-Year Plan, in all the regions of the country there was a rise of up to 70 rubles a month in the minimum wage for workers and office workers, with a simultaneous increase in the wage rates and salaries of the average-paid categories of personnel in the production sectors of the national economy.

Also raised were the salaries and rates of physicians, school teachers and pre-school teachers, teachers of secondary specialized and vocational-technical educational institutions and certain other personnel at educational institutions, as well as instructors at higher educational institutions who do not have an academic degree.

Regional coefficients have been introduced for the wages of workers and office workers for whom these coefficients were not previously established, in Western Siberia and in some regions of the Turkmen SSR, as well as in regions of the Urals -- at industrial, construction, transport and communications enterprises and organizations.

Percent increases were introduced for the wages of workers and office workers at enterprises, institutions and organizations located in a number of oblasts of the European North, for continuous length of service at these enterprises, institutions and organizations.

Supplementary wages for night work for industry workers were increased.

In all the regions of the country, tax levy was discontinued for workers and office workers in all sectors of the national economy receiving wages in the amount of up to 70 rubles a month inclusive, and wage tax rates were lowered when wages were from 71 to 90 rubles a month inclusive.

In the Tenth Five-Year Plan in all regions of the country a minimum wage rise up to 70 rubles a month was put into effect for workers and office workers, and an increase in the wage rates and salaries of the average-paid categories of personnel in non-production sectors of the national economy. The salaries of line engineering-technical personnel engaged in construction and in repair-construction work were raised.

Additional measures were carried out to improve conditions and wages for workers in the coal and schist industry and in mining construction. Compensation payment was introduced for long service for a number of categories of workers in ferrous and nonferrous metallurgy, the textile industry and certain other sectors, and compensation payment was introduced throughout the regions of the country for long service workers whose main occupation was in railroad transport and contracting construction organizations. At a number of railroads, in connection with the particularly complex work conditions, payment of wage increases was established for workers connected with the basic activity of the railroads, and on some eastern roads percent wage increases were also introduced for continuous service on these roads.

For tractor drivers and machine operators at sovkhozes and other enterprises of agricultural, water and forest resources and Goskomsel'khoztekhniki [expansion unknown], a wage rise has been established for length of service according to specialty in the given operation under more favorable conditions than had been established earlier. Material incentive has been intensified for agricultural workers in the Non-Chernozem zone of the RSFSR.

There has been a rise in the supplementary wage paid for night work for workers connected with the main activity of railroads and underground railways, as well as for individual categories of workers in certain sectors of industry, and a fixed supplementary wage has been introduced for foremen of production sections at industrial enterprises and construction organizations.

In the 11th Five-Year Plan, new measures are being implemented to raise the wages for workers and office workers in the national economy. In 1982 the wage rates and salaries were raised for workers and office workers in the coal industry and mining construction in the Donets, Kuznetsk, Karaganda, Ekibastuz and Pechora coal basins.

The introduction of remunerations for length of service for workers with their basic activity in contracting constructing organizations, river transport for general use and certain other sectors, carried out throughout the regions of the country, has been completed. At sovkhozes and other state agricultural enterprises in the Non-Chernozem zone of the RSFSR, wage increases have been introduced for continuous length of service at a given farm for all permanent workers (except for tractor drivers and machine operators, for whom these raises had been established earlier). Supplementary benefits to the wages of a number of categories of workers in the light and fishing industries have been established.

In accordance with the resolutions of the May (1982) CPSU Central Committee Plenum, beginning in 1983 new measures have been implemented to raise the wage level for agricultural workers. Since 1 January salaries have been raised for supervisory workers, specialists and office workers at sovkhozes and other state agricultural enterprises, as well as for supervisory personnel and specialists of the ministries of agriculture of the autonomous republics, kray, oblast and rayon agricultural administrations fulfilling the functions of a working system of councils for agro-industrial associations--in regions of Siberia, the Far East, the Urals, in the Central-Chernozem region and the Non-Chernozem zone of the RSFSR; regional coefficients have been introduced for the wages of workers at sovkhozes and other state agricultural enterprises (for whom they had not been established) in the oblasts of the Urals and the majority of oblasts in Kazakhstan. Wages were also raised for certain other categories of workers.

"Concern for the welfare of the Soviet person has been and remains the general line of our party. The CPSU is carrying out a course toward constant improvement of material and moral incentive, is striving for a consistent affirmation of the socialist principles of distribution, and points out that wages can be raised only on the basis of an advanced growth in labor productivity. Importance, on principle, is imparted to combating a lack of conscientiousness in

attitude toward work, parasitism, unearned income and other phenomena alien to the nature of our system. The Party emphasizes that only work and its results should be the source of each person's well-being."

(Decree of the CPSU Central Committee "On the 80th Anniversary of the RSDRP [Russian Social Democratic Workers' Party] Second Congress")

Statistical Materials

I. Statistical Data by Tables of the Union Republics and Cities With a Population of Over One Million

1. Population on 1 January, 1983

	Population in Thousands of persons		Population in Thousands of persons
USSR	271,239	Minsk	1,405
including cities:		Moscow*	8,396
Alma-Ata	1,023	Novosibirsk	1,370
Ashkhabad	338	Odessa	1,097
Baku*	1,638	Omsk	1,080
Vilnius	525	Perm'	1,037
Gor'kiy	1,382	Riga	867
Dnepropetrovsk	1,128	Sverdlovsk	1,269
Donetsk	1,055	Tallinn	454
Dushanbe	530	Tashkent	1,944
Yerevan	1,095	Tbilisi	1,125
Kazan'	1,031	Ufa	1,034
Kiev	2,355	Frunze	577
Kishinev	580	Khar'kov	1,519
Kuybyshev	1,242	Chelyabinsk	1,077
Leningrad*	4,779		

* Including urban settlements under jurisdiction of the gorsovet.

2. Birth Rate, Death Rate, Natural Population Increase, Marriages and Divorces in 1982

	(a) Число родив- шихся	(b) Число умер- ших	(c) Естест- венный прирост	(d) Число браков	(e) Число раз- водов	(f) На 1000 человек населения				
						(g) ро- див- ших- ся	(h) умер- ших	(i) есте- ствен- ного при- роста	(j) бра- ков	(k) раз- водов
(1) СССР	5100 282	2723 506	2376 686	2769 254	903549	18,9	10,1	8,8	10,3	3,3
в том числе по городам:										
(2) Алма-Ата	17 735	8 533	9 202	11 978	5 660	17,5	8,4	9,1	11,8	5,6
(3) Ашхабад	7 917	2 463	5 454	3 446	1 323	23,6	7,4	16,2	10,3	3,9
(4) Баку*	30 595	12 174	18 421	14 647	3 737	18,8	7,5	11,3	9,0	2,3
(5) Вильнюс	7 755	3 537	4 218	6 158	1 914	14,9	6,8	8,1	11,9	3,7
(6) Горький	17 911	13 844	4 067	13 383	5 295	13,0	10,0	3,0	9,7	3,8
(7) Днепропет- ровск	16 034	10 757	5 277	12 004	5 575	14,3	9,6	4,7	10,7	5,0
(8) Донецк	14 890	9 884	4 996	11 630	5 683	14,2	9,4	4,8	11,1	5,4
(9) Душанбе	11 563	3 740	7 823	4 992	2 244	22,0	7,1	14,9	9,5	4,3
(10) Ереван	21 252	5 991	15 261	10 615	1 987	19,6	5,5	14,1	9,8	1,8
(11) Казань	14 454	9 247	5 207	9 681	4 159	14,1	9,0	5,1	9,4	4,0
(12) Киев	36 107	18 405	17 702	24 207	12 147	15,5	7,9	7,6	10,4	5,2
(13) Кишинев	10 375	3 751	6 624	6 899	3 041	18,2	6,6	11,6	12,1	5,3
(14) Куйбышев	17 176	12 435	4 741	12 705	6 202	13,9	10,1	3,8	10,3	5,0
(15) Ленинград*	67 598	54 585	13 013	54 511	26 883	14,2	11,5	2,7	11,5	5,7
(16) Минск	26 496	7 606	18 890	14 137	5 991	19,1	5,5	13,6	10,2	4,3
(17) Москва*	108 858	96 060	12 798	92 711	43 947	13,0	11,5	1,5	11,1	5,3
(18) Новосибирск	22 650	12 926	9 724	15 505	7 385	16,6	9,5	7,1	11,4	5,4
(19) Одесса	13 535	10 968	2 567	11 941	6 167	12,4	10,1	2,3	10,9	5,7
(20) Омск	20 504	8 735	11 769	13 553	5 682	19,2	8,2	11,0	12,7	5,3
(21) Пермь	15 481	9 530	5 951	10 462	3 840	15,0	9,2	5,8	10,1	3,7
(22) Рига	11 379	9 244	2 135	9 200	5 147	13,2	10,7	2,5	10,7	6,0
(23) Свердловск	19 046	11 358	7 688	12 740	5 308	15,1	9,0	6,1	10,1	4,2
(24) Таллин	6 722	4 508	2 214	4 774	2 300	14,9	10,0	4,9	10,6	5,3
(25) Ташкент	37 688	15 644	22 044	18 708	6 631	19,6	8,1	11,5	9,7	3,4
(26) Тбилиси	18 065	8 951	9 114	11 213	3 358	16,2	8,0	8,2	10,0	3,0
(27) Уфа	16 329	7 585	8 744	8 454	4 046	15,9	7,4	8,5	8,2	3,9
(28) Фрунзе	10 075	4 294	5 781	5 959	2 306	17,6	7,5	10,1	10,4	4,0
(29) Харьков	20 615	14 265	6 350	16 214	7 610	13,6	9,4	4,2	10,7	5,0
(30) Челябинск	16 841	9 252	7 589	11 435	5 292	15,7	8,6	7,1	10,7	4,9

Key: (a) Number born
(b) Number died
(c) Natural increase
(d) Number of marriages
(e) Number of divorces
(f) Per 1000 population

(g) Born
(h) Died
(i) Natural increase
(j) Marriages
(k) Divorces

(1) USSR
including by cities:
(2) Alma-Ata
(3) Ashkhabad
(4) Baku*
(5) Vilnius
(6) Gor'kiy

(7) Dnepropetrovsk
(8) Donetsk
(9) Dushanbe
(10) Yerevan
(11) Kazan'
(12) Kiev
(13) Kishinev

[Key continued on following page]

- (14) Kuybyshev
- (15) Leningrad*
- (16) Minsk
- (17) Moscow*
- (18) Novosibirsk
- (19) Odessa
- (20) Omsk
- (21) Perm'
- (22) Riga

- (23) Sverdlovsk
- (24) Tallinn
- (25) Tashkent
- (26) Tbilisi
- (27) Ufa
- (28) Frunze
- (29) Khar'kov
- (30) Chelyabinsk

* Including urban settlements under jurisdiction of the gorsovet.

6. General Education Schools at the Beginning of the 1982/83 School Year

	(a) Число школ	(b) В них уча- щихся, тыс. чело- век	(c) Число окончив- ших восьми- летние обще- образова- тельные школы в 1982 г., тыс. чело- век	(d) Число окончив- ших сред- ние обще- образова- тельные школы в 1982 г., тыс. человек
(1) СССР	142 270	44 344	4 036	3 739
в том числе по городам:				
(2) Алма-Ата	177	140	11	11
(3) Ашхабад	66	56	5	3
(4) Баку	384	277	26	22
(5) Вильнюс	84	72	6	5
(6) Горький	211	167	14	14
(7) Днепропетровск	179	144	12	13
(8) Донецк	183	130	12	12
(9) Душанбе	117	97	8	6
(10) Ереван	233	169	15	12
(11) Казань	171	128	11	13
(12) Киев	304	306	24	24
(13) Кишинев	81	73	5	5
(14) Куйбышев	197	153	12	15
(15) Ленинград	649	507	40	35
(16) Минск	191	187	15	16
(17) Москва	1 212	886	73	65
(18) Новосибирск	228	178	14	13
(19) Одесса	140	133	11	11
(20) Омск	181	145	11	12
(21) Пермь	158	126	10	10
(22) Рига	135	108	9	8
(23) Свердловск	202	163	13	13
(24) Таллин	77	64	5	5
(25) Ташкент	326	309	27	22
(26) Тбилиси	219	178	14	12
(27) Уфа	150	128	11	11
(28) Фрунзе	81	77	6	6
(29) Харьков	195	187	15	15
(30) Челябинск	173	143	12	12

[Key on following page.]

Key to Table 6:

- (a) Number of schools
- (b) Students in them, in 1000 persons
- (c) Number of those completing eight-year general education schools in 1982, in 1000 persons
- (d) Number of those completing secondary general education schools in 1982, in 1000 persons

- (1) USSR
including by cities:

- | | | |
|--------------------|------------------|------------------|
| (2) Alma-Ata | (12) Kiev | (22) Riga |
| (3) Ashkhabad | (13) Kishinev | (23) Sverdlovsk |
| (4) Baku | (14) Kuybyshev | (24) Tallinn |
| (5) Vilnius | (15) Leningrad | (25) Tashkent |
| (6) Gor'kiy | (16) Minsk | (26) Tbilisi |
| (7) Dnepropetrovsk | (17) Moscow | (27) Ufa |
| (8) Donetsk | (18) Novosibirsk | (28) Frunze |
| (9) Dushanbe | (19) Odessa | (29) Khar'kov |
| (10) Yerevan | (20) Omsk | (30) Chelyabinsk |
| (11) Kazan' | (21) Perm' | |

7. Higher and Secondary Specialized Educational Institutions at the Beginning of the 1982/83 School Year

	(a) Число высших учебных заведений	(b) В них студен- тов, тыс. человек	(c) Число окончив- ших выс- шие учеб- ные заве- дения в 1982 г., тыс. чело- век	(d) Число средних специаль- ных учеб- ных заве- дений	(e) В них учащих- ся, тыс. человек	(f) Число окончив- ших сред- ние специ- альные учебные заведения в 1982 г., тыс. чело- век
(1) СССР	891	5315,2	840,8	4 418	4517,7	1277,1
в том числе по городам:						
(2) Алма-Ата	16	94,6	13,9	19	29,8	7,4
(3) Ашхабад	7	30,4	4,4	14	17,7	5,0
(4) Баку	13	89,0	14,9	26	39,7	11,9
(5) Вильнюс	6	31,9	5,2	15	18,4	5,9
(6) Горький	10	61,1	9,8	25	39,1	10,6
(7) Днепропетровск	9	61,3	10,1	29	38,0	10,8
(8) Донецк	5	42,5	7,2	22	29,9	9,1
(9) Душанбе	8	44,9	7,5	13	17,4	5,5
(10) Ереван	11	54,9	9,9	26	26,0	9,0
(11) Казань	11	64,8	10,8	21	26,9	7,9
(12) Киев	18	149,9	25,3	40	61,7	18,2
(13) Кишинев	6	43,1	6,8	17	22,8	7,1
(14) Куйбышев	10	65,0	10,5	28	38,9	10,0
(15) Ленинград	41	279,7	41,6	85	103,4	29,9
(16) Минск	14	97,3	17,2	23	33,8	10,3
(17) Москва	76	628,9	97,0	141	191,5	53,9
(18) Новосибирск	14	85,6	12,7	37	38,1	10,6
(19) Одесса	14	84,1	14,2	26	34,1	9,5
(20) Омск	10	51,8	8,2	29	33,7	10,2

[Table 7 cont'd]

	(a)	(b)	(c)	(d)	(e)	(f)
(21) Пермь	7	51,2	8,0	20	23,7	6,6
(22) Рига	7	34,7	5,3	22	25,8	7,4
(23) Свердловск	14	88,9	13,5	34	45,1	12,6
(24) Таллин	4	13,8	2,0	12	13,0	3,2
(25) Ташкент	19	151,6	24,6	36	54,1	14,5
(26) Тбилиси	11	67,9	11,2	25	21,5	6,7
(27) Уфа	7	49,2	7,7	23	32,1	9,8
(28) Фрунзе	8	47,7	7,3	14	21,5	6,4
(29) Харьков	19	122,9	19,9	37	52,6	16,1
(30) Челябинск	7	44,0	7,1	25	31,0	8,9

Key:

- (a) Number of higher educational institutions
- (b) Students in them, in 1000 persons
- (c) Number of those completing higher educational institutions in 1982, in 1000 persons
- (d) Number of secondary specialized educational institutions
- (e) Students in them, in 1000 persons
- (f) Number of those completing secondary specialized educational institutions in 1982, in 1000 persons.

(1) USSR

including by cities:

- | | |
|--------------------|------------------|
| (2) Alma-Ata | (17) Moscow |
| (3) Ashkhabad | (18) Novosibirsk |
| (4) Baku | (19) Odessa |
| (5) Vilnius | (20) Omsk |
| (6) Gor'kiy | (21) Perm' |
| (7) Dnepropetrovsk | (22) Riga |
| (8) Donetsk | (23) Sverdlovsk |
| (9) Dushanbe | (24) Tallinn |
| (10) Yerevan | (25) Tashkent |
| (11) Kazan' | (26) Tbilisi |
| (12) Kiev | (27) Ufa |
| (13) Kishinev | (28) Frunze |
| (14) Kuybyshev | (29) Khar'kov |
| (15) Leningrad | (30) Chelyabinsk |
| (16) Minsk | |

[Key for entire following All-Union Population Census table:]

- (a) Per 1000 persons in a given occupation having the education:
 - (b) Higher, uncompleted higher and secondary specialized
 - (c) Secondary general
 - (d) Incomplete secondary
-
- (1) Total employed population
 - (2) Those engaged primarily in physical labor
 - (3) Power plant employees
 - (4) Miners
 - (5) Metallurgists and foundry workers
 - (6) Machine building and metal working employees
 - (7) Chemists
 - (8) Those employed in the production of building materials, concrete and reinforced concrete, glass and porcelain-glazed pottery items
 - (9) Logging and forest conservation and cultivation employees
 - (10) Woodworkers
 - (11) Paper and cardboard industry workers
 - (12) Copy machine workers
 - (13) Textile workers
 - (14) Garment workers
 - (15) Tanners and furriers
 - (16) Shoemakers
 - (17) Food industry workers
 - (18) Construction workers
 - (19) Agricultural employment
 - (20) Fishing, fish-breeding and hunting employees
 - (21) Railroad workers
 - (22) Water transport workers
 - (23) Motor vehicle transport and urban electric transport employees
 - (24) Communications workers
 - (25) Hoisting-transport mechanism employees
 - (26) Trade and public catering workers
 - (27) Municipal, operations and every-day service workers
 - (28) Movie technicians
 - (29) Hospital orderlies, nursing
 - (30) Computer operators
 - (31) Laboratory workers and geological prospectors and surveyors
 - (32) Inspectors, sorters, graders
 - (33) Warehouse men, weighers, receivers, distributors

All-Union Population Census

Education Level of Population Engaged in Physical Labor, by Individual Occupations Throughout the Union Republics (in 1970 and 1979*)

	(a) На 1000 человек данного занятия имеют образование					
	1970 г.			1979 г.		
	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее
RSFSR						
(1) Все занятое население	189	141	328	277	243	283
(2) Занятые преимущественно физическим трудом	30	128	353	79	274	371
(3) Занятые на силовых установках	37	104	338	83	193	359
(4) Горняки	45	122	397	122	285	368
(5) Металлурги и литейщики	48	161	413	119	319	362
(6) Занятые в машиностроении и металлообработке	52	226	448	119	374	351
(7) Химики	81	251	399	153	384	312
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стекольных и фарфоро-фаянсовых изделий	24	134	411	67	287	393
(9) Занятые на лесозаготовках, по охране и выращиванию леса	17	52	297	44	143	380
(10) Деревообработчики	19	102	395	51	236	402
(11) Бумажники и картонажники	43	155	393	102	290	366
(12) Полиграфисты	54	258	486	119	415	350
(13) Текстильщики	28	155	471	55	327	407
(14) Швейники	33	189	499	71	399	380
(15) Кожевники и меховщики	22	119	400	62	299	382
(16) Обувщики	19	133	438	46	297	406
(17) Пищевики	26	116	399	74	279	379
(18) Строители	18	93	410	58	249	413
(19) Сельскохозяйственные занятия	5	33	271	21	127	361
(20) Занятые в рыболовстве, рыболовстве и охоте	22	44	227	60	139	328
(21) Железнодорожники	50	115	403	110	255	375
(22) Водники	58	174	474	148	353	350
(23) Занятые на автотранспорте и городском электротранспорте	16	102	517	50	308	470
(24) Рабочие связи	55	224	485	101	389	367
(25) Занятые на подъемно-транспортных механизмах	25	153	446	67	314	405
(26) Рабочие в торговле и общественном питании	65	180	497	134	349	376
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	11	43	229	39	133	311
(28) Киномеханики	54	203	609	114	329	457
(29) Санитарки, няни	12	75	329	47	229	377
(30) Операторы вычислительных машин	150	537	292	200	638	143
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	129	462	322	242	521	191
(32) Контролеры, браковщики, сортировщики	83	298	427	163	417	301
(33) Кладовщики, весовщики, приемщики, раздатчики	47	165	511	105	296	424

* Continuation of the publication of results of the census in VESTNIK STATISTIKI (for beginning, see No 2, pp 6-12, 1980, Nos 1, 2, 4, 5, 11 and 12, 1981, Nos 1, 7, 9, 10, 1982 and Nos 2, 4, 6-10, 1983). The corresponding data for the USSR were published in No 5, 1981.

	(a) На 1000 человек данного занятия имеют образование					
	= 1970 г.			1979 г.		
	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее

Ukrainian SSR

(1) Все занятое население	175	191	302	260	312	241
(2) Занятые преимущественно физическим трудом	33	181	360	80	354	314
(3) Занятые на силовых установках	54	184	359	101	285	330
(4) Горняки	36	158	417	112	327	337
(5) Металлурги и литейщики	72	258	394	154	399	293
(6) Занятые в машиностроении и металлообработке	68	343	390	137	486	262
(7) Химики	81	340	371	146	483	250
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стеклянных и фарфоро-фаянсовых изделий	29	207	406	70	387	330
(9) Занятые на лесозаготовках, по охране и выращиванию леса	18	77	304	60	199	349
(10) Деревообработчики	21	181	381	55	351	334
(11) Бумажники и картонажники	40	250	404	62	417	340
(12) Полиграфисты	76	406	381	145	549	230
(13) Текстильщики	39	413	374	72	548	274
(14) Швейники	43	345	412	79	531	280
(15) Кожевники и меховщики	30	253	393	84	456	304
(16) Обувщики	24	276	395	58	466	314
(17) Пищевики	38	218	391	91	392	312
(18) Строители	19	156	430	60	340	366
(19) Сельскохозяйственные занятия	6	57	293	17	175	353
(20) Занятые в рыболовстве, рыболовстве и охоте	17	76	267	70	238	311
(21) Железнодорожники	58	214	397	128	364	312
(22) Водники	116	323	395	237	449	218
(23) Занятые на автотранспорте и городском электротранспорте	21	227	516	52	487	346
(24) Рабочие связи	57	359	417	100	516	279
(25) Занятые на подъемно-транспортных механизмах	29	251	440	77	430	330
(26) Рабочие в торговле и общественном питании	110	308	399	199	453	250
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	13	83	279	37	212	327
(28) Киномеханики	63	397	459	120	547	274
(29) Санитарки, няни	12	126	378	39	304	362
(30) Операторы вычислительных машин	188	662	135	219	691	74
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	140	531	258	236	591	138
(32) Контролеры, браковщики, сортировщики	119	425	320	202	529	195
(33) Кладовщики, весовщики, приемщики, раздатчики	69	286	441	130	445	307

	(a) На 1000 человек действующего населения имеют образование					
	1970 г.			1979 г.		
	(b) высшее, незаво- дское высшее и сред- нее спе- циальное	(c) среднее общее	(d) непол- ное среднее	(b) высшее, незаво- дское высшее и сред- нее спе- циальное	(c) среднее общее	(d) непол- ное среднее

Belorussian SSR

(1) Все занятое население	167	154	273	256	284	223
(2) Занятые преимущественно физиче- ским трудом	23	137	314	64	323	290
(3) Занятые на силовых установках	40	163	317	74	242	310
(4) Горняки	61	229	366	155	453	259
(5) Металлурги и литейщики	26	207	430	73	422	317
(6) Занятые в машиностроении и металлообработке	52	310	415	109	498	265
(7) Химики	90	323	377	148	502	252
(8) Занятые в производстве строи- тельных материалов, бетонных и железобетонных, стеклянных и фарфоро-фаянсовых изделий	16	137	366	60	402	303
(9) Занятые на лесозаготовках, по охране и выращиванию леса	8	37	239	35	114	281
(10) Деревообработчики	19	141	335	51	306	310
(11) Бумажники и картонажники . .	22	192	375	46	314	352
(12) Полиграфисты	60	308	460	128	499	266
(13) Текстильщики	37	340	414	72	542	260
(14) Швейники	37	269	416	80	510	259
(15) Кожевники и меховщики . . .	22	185	398	61	404	329
(16) Обувщики	21	201	417	53	431	292
(17) Пищевники	23	174	371	71	380	287
(18) Строители	13	117	407	55	301	362
(19) Сельскохозяйственные занятия	3	31	197	14	118	268
(20) Занятые в рыболовстве, рыбо- водстве и охоте	18	62	198	31	148	289
(21) Железнодорожники	47	128	374	109	304	311
(22) Водники	26	166	347	90	278	235
(23) Занятые на автотранспорте и городском электротранспорте	12	148	535	40	420	392
(24) Рабочие связи	40	276	483	75	452	335
(25) Занятые на подъемно-транспорт- ных механизмах	23	210	484	63	402	361
(26) Рабочие в торговле и общест- венном питании	105	305	403	164	501	233
(27) Рабочие коммунального, хозяй- ственного и бытового обслу- живания	10	54	230	34	159	289
(28) Киномеханики	50	270	562	101	443	377
(29) Санитарки, няни	11	79	317	35	257	311
(30) Операторы вычислительных ма- шин	136	689	166	183	733	71
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	106	539	282	197	632	135
(32) Контролеры, браковщики, сор- тировщики	99	402	349	170	553	196
(33) Кладовщики, весовщики, при- емщики, раздатчики	61	253	450	121	431	310

	(а) На 1000 человек данного занятия имеют образование					
	1970 г.			1979 г.		
	(б) высшее, незакон- ченное высшее и сред- нее спе- циальное	(с) среднее общее	(д) непол- ное среднее	(б) высшее, незакон- ченное высшее и сред- нее спе- циальное	(с) среднее общее	(д) непол- ное среднее

Kazakh SSR

(1) Все занятое население	175	155	324	258	289	260
(2) Занятые преимущественно физиче- ским трудом	29	135	380	73	323	338
(3) Занятые на силовых установках	39	117	344	80	228	332
(4) Горняки	43	147	422	112	340	339
(5) Металлурги и литейщики	77	210	414	140	358	329
(6) Занятые в машиностроении и металлообработке	56	215	437	133	378	327
(7) Химики	99	243	400	166	376	304
(8) Занятые в производстве строи- тельных материалов, бетонных и железобетонных, стекольных и фарфоро-фаянсовых изделий	28	143	420	80	328	371
(9) Занятые на лесозаготовках, по охране и выращиванию леса	21	63	282	73	167	344
(10) Деревообработчики	27	116	391	64	288	358
(11) Бумажники и картонажники . .	65	223	372	141	372	331
(12) Полиграфисты	58	314	442	116	500	277
(13) Текстильщики	24	243	462	66	495	321
(14) Швейники	32	201	483	73	485	309
(15) Кожевники и меховщики . . .	35	153	387	93	348	347
(16) Обувщики	29	146	421	54	352	359
(17) Пищевики	27	113	408	73	329	349
(18) Строители	24	130	408	66	311	378
(19) Сельскохозяйственные занятия	8	80	299	25	275	325
(20) Занятые в рыболовстве, рыбо- водстве и охоте	14	119	231	41	363	272
(21) Железнодорожники	60	159	407	110	328	338
(22) Водники	46	153	387	114	321	344
(23) Занятые на автотранспорте и городском электротранспорте	17	152	516	54	362	409
(24) Рабочие связи	45	251	487	88	481	310
(25) Занятые на подъемно-транспорт- ных механизмах	27	172	481	83	344	378
(26) Рабочие в торговле и общест- венном питании	73	198	464	135	399	320
(27) Рабочие коммунального, хозяй- ственного и бытового обслу- живания	8	45	248	30	166	303
(28) Киномеханики	49	269	540	113	460	346
(29) Санитарки, няни	11	79	346	43	314	339
(30) Операторы вычислительных ма- шин	150	498	322	181	654	139
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	100	375	391	228	530	182
(32) Контролеры, браковщики, сор- тировщики	80	243	432	162	417	285
(33) Кладовщики, весовщики, при- емщики, раздатчики	58	178	497	115	325	377

	(а) На 1000 человек данного занятия имеют образование					
	1970 г.			1979 г.		
	(б) высшее, незаконченное высшее и среднее специальное	(с) среднее общее	(д) неполное среднее	(б) высшее, незаконченное высшее и среднее специальное	(с) среднее общее	(д) неполное среднее

Georgian SSR

(1) Все занятое население	237	270	204	306	380	170
(2) Занятые преимущественно физическим трудом	56	273	271	102	458	236
(3) Занятые на силовых установках	96	326	284	145	393	262
(4) Горняки	55	286	320	110	428	266
(5) Металлурги и литейщики . . .	74	408	302	194	565	160
(6) Занятые в машиностроении и металлообработке	95	405	313	182	546	187
(7) Химики	111	437	256	186	581	166
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стеклянных и фарфоро-фаянсовых изделий	52	271	309	131	514	215
(9) Занятые на лесозаготовках, по охране и выращиванию леса	76	211	271	155	371	240
(10) Деревообработчики	50	294	321	97	467	255
(12) Полиграфисты	146	572	180	197	610	140
(13) Текстильщики	66	468	263	98	638	180
(14) Швейники	74	496	272	99	665	168
(15) Кожевники и меховщики . .	50	440	228	123	614	166
(16) Обувщики	41	338	274	65	483	268
(17) Пищевики	71	345	270	113	476	262
(18) Строители	43	251	330	94	475	266
(19) Сельскохозяйственные занятия	34	185	253	6*	369	271
(20) Занятые в рыболовстве, рыболовстве и охоте	86	203	286	104	421	288
(21) Железнодорожники	108	293	302	192	443	246
(22) Водники	108	373	364	278	515	161
(23) Занятые на автотранспорте и городском электротранспорте	50	372	279	89	576	246
(24) Рабочие связи	120	500	216	173	546	176
(25) Занятые на подъемно-транспортных механизмах	55	355	336	108	534	245
(26) Рабочие в торговле и общественном питании	183	460	207	248	548	144
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	22	175	225	50	361	257
(28) Киномеханики	110	417	350	159	546	232
(29) Санитарки, няни	35	252	251	111	460	214
(30) Операторы вычислительных машин	273	637	81	358	591	43
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	105	562	203	294	614	62
(32) Контролеры, браковщики, сортировщики	139	535	193	208	605	124
(33) Кладовщики, весовщики, приемщики, раздатчики	146	495	226	207	587	142

	(a) На 1000 человек данного занятия имеют образование					
	1970 г.			1979 г.		
	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее

Azerbaijan SSR

(1) Все занятое население	204	208	262	246	360	224
(2) Занятые преимущественно физическим трудом	39	198	327	77	413	287
(3) Занятые на силовых установках	83	247	346	139	407	276
(4) Горняки	91	205	352	144	380	268
(5) Металлурги и литейщики . . .	97	301	366	191	433	238
(6) Занятые в машиностроении и металлообработке	94	323	359	170	502	229
(7) Химики	138	355	310	184	473	239
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стекольных и фарфоро-фаянсовых изделий	61	264	362	127	471	272
(9) Занятые на лесозаготовках, по охране и выращиванию леса	68	132	259	127	394	259
(10) Деревообработчики	50	252	400	109	506	271
(12) Полиграфисты	115	393	322	169	537	215
(13) Текстильщики	32	241	391	53	470	317
(14) Швейники	56	329	374	93	548	265
(15) Кожевники и меховщики . . .	64	263	399	131	491	261
(16) Обувщики	42	247	388	71	436	321
(17) Пищевики	50	203	304	129	393	271
(18) Строители	33	224	371	76	496	279
(19) Сельскохозяйственные занятия	9	114	310	27	351	320
(21) Железнодорожники	88	248	338	189	418	250
(22) Водники	81	236	422	184	431	250
(23) Занятые на автотранспорте и городском электротранспорте	41	310	435	71	531	298
(24) Рабочие связи	75	385	346	144	512	243
(25) Занятые на подъемно-транспортных механизмах	43	256	403	120	453	279
(26) Рабочие в торговле и общественном питании	138	334	298	214	473	208
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	17	105	239	35	256	303
(28) Кинемеханики	78	441	359	162	615	173
(29) Санитарки, няни	21	114	274	64	276	322
(30) Операторы вычислительных машин	182	579	208	226	590	127
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	96	500	272	219	604	135
(32) Контролеры, браковщики, сортировщики	90	335	329	188	501	223
(33) Кладовщики, весовщики, приемщики, раздатчики	110	361	319	229	458	227

Lithuanian SSR

(a) На 1000 человек данного занятия имеют образование					
1970 г.			1979 г.		
(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее

Литовская ССР

1) Все занятое население	160	98	238	270	194	247
2) Занятые преимущественно физическим трудом	21	62	264	71	200	324
3) Занятые на силовых установках	26	58	223	73	132	269
4) Горняки	17	56	211	86	229	286
5) Металлурги и литейщики	31	115	374	59	225	397
6) Занятые в машиностроении и металлообработке	40	149	426	121	296	361
7) Химики	56	137	309	111	287	334
8) Занятые в производстве строительных материалов, бетонных и железобетонных, стекольных и фарфоро-фаянсовых изделий	14	61	275	67	209	346
9) Занятые на лесозаготовках, по охране и выращиванию леса	6	14	118	34	59	240
10) Деревообработчики	15	52	251	54	156	328
11) Бумажники и картонажники . . .	14	63	286	98	206	307
12) Полиграфисты	41	211	429	100	358	362
13) Текстильщики	29	124	384	80	277	359
14) Швейники	19	76	360	63	251	355
15) Кожевники и меховщики	18	80	307	50	216	334
16) Обувщики	18	80	339	47	225	391
17) Пищевики	29	59	279	88	180	320
18) Строители	10	35	260	53	158	377
19) Сельскохозяйственные занятия	4	7	114	20	65	227
20) Занятые в рыболовстве, рыбодовстве и охоте	14	48	223	63	130	366
21) Железнодорожники	34	63	293	97	204	337
22) Водники	70	172	485	137	290	391
23) Занятые на автотранспорте и городском электротранспорте	10	54	533	50	254	492
24) Рабочие связи	57	148	418	104	331	330
25) Занятые на подъемно-транспортных механизмах	19	61	444	54	235	437
26) Рабочие в торговле и общественном питании	110	181	389	180	344	304
27) Рабочие коммунального, хозяйственного и бытового обслуживания	9	28	148	35	101	247
28) Киномеханики	62	150	596	137	410	351
29) Санитарки, няни	11	34	226	32	158	314
30) Операторы вычислительных машин	118	541	311	248	603	132
31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	61	317	363	231	483	221
32) Контролеры, браковщики, сортировщики	72	252	385	159	442	262
33) Кладовщики, весовщики, приемщики, раздатчики	43	147	391	146	317	333

	(a) На 1000 человек данного занятия имеют образование					
	1970 г.			1979 г.		
	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее

Moldavian SSR

(1) Все занятое население	123	104	281	204	256	265
(2) Занятые преимущественно физическим трудом	16	81	314	49	275	326
(3) Занятые на силовых установках	39	134	341	77	236	345
(4) Горняки	43	134	361	86	341	385
(5) Металлурги и литейщики	62	185	395	85	416	325
(6) Занятые в машиностроении и металлообработке	57	270	425	126	459	286
(7) Химики	39	231	363	98	421	310
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стекольных и фарфоро-фаянсовых изделий	21	133	432	72	362	354
(10) Деревообработчики	19	110	391	46	327	345
(12) Полиграфисты	64	279	417	112	522	252
(13) Текстильщики	17	261	455	49	508	309
(14) Швейники	32	230	451	70	508	291
(15) Кожевники и меховщики	19	197	405	60	490	285
(16) Обувщики	15	145	366	38	391	356
(17) Пищевики	25	153	385	70	391	311
(18) Строители	12	67	369	41	259	377
(19) Сельскохозяйственные занятия	3	25	255	11	156	331
(21) Железнодорожники	67	136	349	131	325	311
(22) Водники	28	235	417	129	466	287
(23) Занятые на автотранспорте и городском электротранспорте	17	140	606	39	418	426
(24) Рабочие связи	38	262	458	92	458	309
(25) Занятые на подъемно-транспортных механизмах	34	178	511	72	443	358
(26) Рабочие в торговле и общественном питании	107	207	407	160	417	273
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	7	37	187	25	140	285
(28) Киномеханики	54	256	584	114	516	296
(29) Санитарки, няни	7	43	283	24	213	359
(30) Операторы вычислительных машин	147	649	189	167	744	76
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	97	468	326	241	574	149
(32) Контролеры, браковщики, сортировщики	131	316	379	189	500	214
(33) Кладовщики, весовщики, приемщики, раздатчики	63	215	408	129	419	311

	(a) На 1000 человек данного занятия имеют образование					
	1970 г.			1979 г.		
	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее

Uzbek SSR

(1) Все занятое население	155	213	295	229	413	208
(2) Занятые преимущественно физическим трудом	29	208	344	68	480	258
(3) Занятые на силовых установках	82	254	333	149	405	261
(4) Горняки	85	202	383	158	387	284
(5) Металлурги и литейщики	61	222	396	152	368	296
(6) Занятые в машиностроении и металлообработке	81	287	379	162	473	254
(7) Химики	133	282	347	221	438	235
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стекольных и фарфоро-фаянсовых изделий	42	190	379	85	426	305
(10) Деревообработчики	41	243	341	92	470	283
(11) Бумажники и картонажники . . .	102	247	373	128	384	243
(12) Полиграфисты	97	371	342	210	501	211
(13) Текстильщики	28	237	377	63	560	242
(14) Швейники	45	282	370	80	599	220
(15) Кожевники и меховщики	51	194	371	125	486	248
(16) Обувщики	43	199	369	58	500	271
(17) Пищевики	37	214	335	86	524	234
(18) Стронтели	36	226	366	84	508	268
(19) Сельскохозяйственные занятия	10	174	343	27	476	262
(21) Железнодорожники	78	217	375	157	438	243
(22) Водники	43	264	379	156	377	289
(23) Занятые на автотранспорте и городском электротранспорте	35	340	415	90	586	239
(24) Рабочие связи	75	338	389	134	515	252
(25) Занятые на подъемно-транспортных механизмах	47	230	453	110	447	307
(26) Рабочие в торговле и общественном питании	108	328	319	194	519	192
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	16	90	248	36	305	288
(28) Киномеханики	83	437	345	158	622	183
(29) Санитарки, няни	22	106	312	50	399	296
(30) Операторы вычислительных машин	190	537	235	210	629	144
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	142	441	295	214	593	143
(32) Контролеры, браковщики, сортировщики	98	290	362	169	482	240
(33) Кладовщики, весовщики, приемщики, раздатчики	81	268	397	146	437	270

	(a) На 1000 человек данного занятия имеют образование					
	1970 г.			1979 г.		
	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее	(b) высшее, незаконченное высшее и среднее специальное	(c) среднее общее	(d) неполное среднее

Latvian SSR

(1) Все занятое население	210	147	304	300	234	261
(2) Занятые преимущественно физическим трудом	55	120	368	110	246	350
(3) Занятые на силовых установках	64	104	319	103	157	329
(4) Горняки	44	100	282	123	219	364
(5) Металлурги и литейщики	76	128	373	124	255	305
(6) Занятые в машиностроении и металлообработке	94	198	419	164	317	325
(7) Химики	78	230	373	132	317	314
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стеклянных и фарфоро-фаянсовых изделий	36	106	332	91	228	339
(9) Занятые на лесозаготовках, по охране и выращиванию леса	30	44	285	57	97	371
(10) Деревообрабатывающие	50	102	370	105	221	363
(11) Бумажники и картоважники	47	128	371	88	210	360
(12) Полиграфисты	118	216	421	181	362	304
(13) Текстильщики	54	179	438	111	348	339
(14) Швейники	53	154	436	100	337	361
(15) Кожевники и меховщики	48	136	380	80	248	322
(16) Обувщики	32	126	397	64	222	389
(17) Пищевики	63	114	386	99	227	360
(18) Строители	42	79	369	91	190	381
(19) Сельскохозяйственные занятия	17	25	274	46	83	376
(20) Занятые в рыболовстве, рыболовстве и охоте	51	84	301	109	144	317
(21) Железнодорожники	88	98	366	181	215	336
(22) Водники	123	215	436	235	345	275
(23) Занятые на автотранспорте и городском электротранспорте	44	107	550	96	270	452
(24) Рабочие связи	116	240	428	132	386	329
(25) Занятые на подъемно-транспортных механизмах	46	124	447	100	305	372
(26) Рабочие в торговле и общественном питании	116	225	412	164	362	312
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	25	75	256	63	166	301
(28) Киномеханики	134	250	437	274	302	328
(29) Санитарки, няни	26	83	328	66	195	364
(30) Операторы вычислительных машин	215	548	211	268	622	97
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	130	419	309	230	458	241
(32) Контролеры, браковщики, сортировщики	95	275	382	167	410	280
(33) Кладовщики, весовщики, приемщики, раздатчики	72	205	436	118	356	346

	(а) На 1000 человек данного занятия имеют образование					
	1970 г.			1979 г.		
	(б) высшее, незаконченное высшее и среднее специальное	(с) среднее общее	(д) неполное среднее	(б) высшее, незаконченное высшее и среднее специальное	(с) среднее общее	(д) неполное среднее

Kirghiz SSR

(1) Все занятое население	168	175	300	237	349	218
(2) Занятые преимущественно физическим трудом	29	162	348	68	402	273
(3) Занятые на силовых установках	52	147	327	89	269	302
(4) Горняки	46	165	373	102	391	275
(5) Металлурги и литейщики . . .	52	200	423	113	370	315
(6) Занятые в машиностроении и металлообработке	61	250	417	134	437	288
(7) Химики	37	178	385	80	415	291
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стеклянных и фарфоро-фаянсовых изделий	23	145	380	97	369	312
(10) Деревообработчики	33	150	349	81	376	284
(12) Полиграфисты	82	371	405	163	462	257
(13) Текстильщики	32	284	429	57	562	251
(14) Швейники	40	258	433	89	542	246
(15) Кожевники и меховщики . .	36	207	402	80	429	292
(16) Обувщики	30	246	407	78	401	289
(17) Пищевики	41	159	397	85	404	267
(18) Строители	24	129	360	70	369	333
(19) Сельскохозяйственные занятия	9	122	298	23	390	248
(21) Железнодорожники	62	158	444	121	361	320
(23) Занятые на автотранспорте и городском электротранспорте	25	215	500	61	483	327
(24) Рабочие связи	60	272	457	119	470	276
(25) Занятые на подъемно-транспортных механизмах	45	204	446	88	390	353
(26) Рабочие в торговле и общественном питании	107	246	396	197	456	230
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	14	57	234	37	213	270
(28) Киномеханики	51	317	484	110	569	262
(29) Санитарки, няни	15	80	310	46	335	291
(30) Операторы вычислительных машин	118	475	389	177	674	136
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	111	387	356	162	571	216
(32) Контролеры, браковщики, сортировщики	74	304	419	146	488	252
(33) Кладовщики, весовщики, приемщики, раздатчики	68	234	468	131	378	328

	(a) На 1000 человек данного занятия имеют образование					
	1970 г.			1979 г.		
	(б) высшее, незаконченное высшее и среднее специальное	(с) среднее общее	(d) неполное среднее	(б) высшее, незаконченное высшее и среднее специальное	(с) среднее общее	(d) неполное среднее

Tajik SSR

(1) Все занятое население	140	164	298	200	329	241
(2) Занятые преимущественно физическим трудом	23	149	338	52	370	290
(3) Занятые на силовых установках	67	199	360	123	305	307
(4) Горняки	58	173	414	127	300	354
(5) Металлурги и литейщики	45	161	447	130	398	278
(6) Занятые в машиностроении и металлообработке	73	243	402	149	400	307
(7) Химики	102	214	375	162	347	295
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стекольных и фарфоро-фаянсовых изделий	38	164	401	85	366	324
(10) Деревообрабатчики	31	178	383	96	401	298
(12) Полиграфисты	39	284	408	155	446	265
(13) Текстильщики	32	198	431	49	424	317
(14) Швейники	37	218	395	55	499	278
(15) Кожевники и меховщики	35	267	308	48	316	370
(16) Обувщики	25	154	356	50	367	325
(17) Пищевники	29	180	325	50	385	305
(18) Строители	31	150	362	67	376	315
(19) Сельскохозяйственные занятия	7	116	320	16	356	289
(20) Занятые в рыболовстве, рыболовстве и охоте	23	146	378	38	431	177
(21) Железнодорожники	53	158	408	128	348	273
(23) Занятые на автотранспорте и городском электротранспорте	31	272	468	75	487	324
(24) Рабочие связи	64	274	414	99	406	310
(25) Занятые на подъемно-транспортных механизмах	37	186	448	99	407	335
(26) Рабочие в торговле и общественном питании	115	283	335	206	470	204
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	10	60	228	23	182	268
(28) Киномеханики	86	456	323	146	563	235
(29) Санитарки, няни	27	67	287	39	244	323
(30) Операторы вычислительных машин	124	484	299	130	705	144
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	141	376	353	188	557	190
(32) Контролеры, браковщики, сортировщики	58	267	353	135	370	300
(33) Кладовщики, весовщики, приемщики, раздатчики	72	211	425	129	362	322

	(а) На 1000 человек дневного занятия высшей образованности					
	1970 г.			1979 г.		
	(b) высшее, независимое и среднее специальное	(c) среднее общее	(d) неполное среднее	(b) высшее, независимое и среднее специальное	(c) среднее общее	(d) неполное среднее

Armenian SSR

(1) Все занятое население	203	253	241	291	382	215
(2) Занятые преимущественно физическим трудом	39	228	317	91	425	297
(3) Занятые на силовых установках	69	254	329	129	336	330
(4) Горняки	50	200	376	107	385	340
(5) Металлурги и литейщики	45	248	307	117	421	303
(6) Занятые в машиностроении и металлообработке	70	364	333	140	530	247
(7) Химики	67	363	305	132	501	264
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стекольных и фарфоро-фаянсовых изделий	31	233	338	101	434	316
(9) Занятые на лесозаготовках, по охране и выращиванию леса	14	119	320	73	267	354
(10) Деревообрабатчики	24	234	346	92	447	328
(12) Полиграфисты	84	502	249	153	599	206
(13) Текстильщики	32	293	333	71	457	332
(14) Швейники	36	357	344	77	575	269
(15) Кожевники и меховщики	43	300	312	104	509	299
(16) Обувщики	33	299	331	75	497	319
(17) Пищевики	47	220	303	88	432	317
(18) Строители	32	182	341	77	379	345
(19) Сельскохозяйственные занятия	13	118	299	36	309	322
(21) Железнодорожники	85	238	313	150	398	287
(22) Водники	81	252	471	144	538	236
(23) Занятые на автотранспорте и городском электротранспорте	29	260	442	72	445	372
(24) Рабочие связи	85	421	279	140	551	219
(25) Занятые на подъемно-транспортных механизмах	55	306	373	127	437	320
(26) Рабочие в торговле и общественном питании	136	431	254	228	516	194
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	14	111	244	40	259	341
(28) Киномеханики	47	344	464	159	532	286
(29) Санитарки, няни	28	141	306	65	364	326
(30) Операторы вычислительных машин	215	604	102	242	686	59
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	157	536	184	194	654	130
(32) Контролеры, браковщики, сортировщики	120	444	269	210	578	161
(33) Кладовщики, весовщики, приемщики, раздатчики	112	394	313	170	539	216

	(a) На 1000 человек данного занятия имеют образование					
	1970 г.			1979 г.		
	(b) высшее, незаконченное высшее в среднем специальное	(c) среднее общее	(d) неполное среднее	(b) высшее, незаконченное высшее в среднем специальное	(c) среднее общее	(d) неполное среднее
Turkmen SSR						

(1) Все занятое население	158	176	348	217	354	252
(2) Занятые преимущественно физическим трудом	29	168	406	59	406	309
(3) Занятые на силовых установках	69	197	376	127	295	324
(4) Горняки	85	216	417	166	329	319
(6) Занятые в машиностроении и металлообработке	73	250	430	160	401	305
(7) Химики	111	215	345	179	372	286
(8) Занятые в производстве строительных материалов, бетонных и железобетонных, стеклянных и фарфоро-фаянсовых изделий	42	161	388	101	313	328
(10) Деревообработчики	43	156	398	70	400	340
(12) Полиграфисты	61	314	393	157	401	338
(13) Текстильщики	14	186	417	19	459	299
(14) Швейники	40	201	454	78	444	318
(15) Кожевники и меховщики	39	160	294	56	299	383
(16) Обувщики	25	108	369	50	324	348
(17) Пищевники	23	145	353	109	334	323
(18) Строители	39	189	405	76	384	359
(19) Сельскохозяйственные занятия	9	140	420	17	433	299
(20) Занятые в рыболовстве, рыболовстве и охоте	37	165	278	76	281	314
(21) Железнодорожники	102	167	363	176	319	289
(22) Водники	42	142	421	141	309	330
(23) Занятые на автотранспорте и городском электротранспорте	28	265	518	75	490	325
(24) Рабочие связи	87	275	439	123	434	316
(25) Занятые на подъемно-транспортных механизмах	64	184	468	121	375	365
(26) Рабочие в торговле и общественном питании	85	236	400	172	443	258
(27) Рабочие коммунального, хозяйственного и бытового обслуживания	10	66	282	24	219	341
(28) Киномеханики	49	395	443	122	610	204
(29) Санитарки, няни	24	79	326	36	312	350
(30) Операторы вычислительных машин	113	598	246	145	669	167
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съемочных работах	127	394	351	186	564	192
(32) Контролеры, браковщики, сортировщики	71	157	412	165	343	301
(33) Кладовщики, весовщики, приемщики, раздатчики	69	222	440	125	330	362

	(a) На 1000 человек данного занятия имеет образование					
	1970 г.			1979 г.		
	(b) высшее, незаво- дское высшее и сред- нее спе- циальное	(c) среднее общее	(d) непол- ное среднее	(b) высшее, незаво- дское высшее и сред- нее спе- циальное	(c) среднее общее	(d) непол- ное среднее

Estonian SSR

(1) Все занятое население	203	153	304	294	229	263
(2) Занятые преимущественно физиче- ским трудом	51	120	371	103	236	354
(3) Занятые на силовых установках	58	113	279	111	161	312
(4) Горняки	55	125	360	122	235	388
(5) Металлурги и литейщики	38	138	451	41	242	418
(6) Занятые в машиностроении и металлообработке	85	193	441	154	308	336
(7) Химики	75	195	407	145	290	343
(8) Занятые в производстве строи- тельных материалов, бетонных и железобетонных, стекольных и фарфоро-фаянсовых изделий	33	132	362	74	242	388
(9) Занятые на лесозаготовках, по охране и выращиванию леса	22	37	209	89	85	311
(10) Деревообработчики	42	103	390	90	230	339
(11) Бумажники и картонажники	85	103	354	97	273	347
(12) Полиграфисты	60	273	404	129	421	307
(13) Текстильщики	49	127	420	85	263	361
(14) Швейники	78	153	449	128	296	366
(15) Кожевники и меховщики	47	132	358	68	231	359
(16) Обувщики	41	108	420	50	199	418
(17) Пищевники	66	102	389	100	208	383
(18) Строители	33	76	348	75	195	375
(19) Сельскохозяйственные занятия	21	26	233	58	82	376
(20) Занятые в рыболовстве, рыбо- водстве и охоте	38	50	244	66	106	314
(21) Железнодорожники	71	103	347	144	224	347
(22) Водники	96	264	512	225	354	287
(23) Занятые на автотранспорте и городском электротранспорте	35	89	558	73	238	459
(24) Рабочие связи	72	220	383	139	313	335
(25) Занятые на подъемно-транспорт- ных механизмах	28	141	470	75	277	402
(26) Рабочие в торговле и общест- венном питании	86	190	461	131	335	355
(27) Рабочие коммунального, хозяй- ственного и бытового обслу- живания	22	80	230	68	169	269
(28) Киномеханики	14	135	758	150	292	442
(29) Санитарки, няни	21	70	278	59	190	292
(30) Операторы вычислительных ма- шин	139	600	237	220	640	122
(31) Лаборанты (рабочие) и рабочие на геологоразведочных и съёмочных работах	200	386	305	288	493	160
(32) Контролеры, браковщики, сор- тировщики	115	251	367	150	368	281
(33) Кладовщики, весовщики, при- емщики, раздатчики	75	199	423	136	320	345

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GENERAL

SELECTED STATISTICS ON RURAL INCOMES, EDUCATIONAL FACILITIES

Moscow VESTNIK STATISTIKI in Russian No 12, Dec 83 pp 41-42, 45-47

[Unsigned article consisting of tables and commentary: "Socially Developed Villages"]

[Excerpts] 1. Growth of Real Income of Workers, Employees, Kolkhoz Farmers (per working person, in percent)

	1970	1975	1980	1982
Real income of workers employees				
1970 = 100	100	119	136	141
1980 = 100			100	103
Real income of kolkhoz farmers				
1970 = 100	100	124	147	156
1980 = 100			100	106

As a result of the implementation of important social measures in recent years, the levels of rel income of kolkhoz farmers are drawing close to the real income of workers and employees. The real-income level of kolkhoz farmers in relation to the real income of workers and employees computed per family member rose from 75 percent in 1965 to 80 percent in 1970 and to more than 90 percent in 1982.

2. Average Monetary Pay of Workers and Employees; Pay of Kolkhoz Farmers in Public Sector (rubles)

	1970	1975	1980	1982	1982 in % of	
					1970	1980
Average pay of workers and employees:						
in the national economy	122.0	145.8	168.9	177.3	145	105
on sovkhoses, intereconomic and other production agricultural enterprises	100.9	126.7	149.2	158.8	157	106
Pay of kolkhoz farmers in public sector	74.9	92.0	118.5	128.9	172	109

In 1985 compared to 1980, it is planned to have the pay of kolkhoz farmers in the public sector increased by 20 percent and of workers and employees by 14.5 percent.

With growth of labor productivity, qualifications and employment of kolkhoz farmers in the public sector, continued drawing closer of their pay will take place to the pay level of the personnel of state agricultural enterprises.

3. Payments and Benefits from Public Consumption Funds per Family Member

	1981 in % of	
Workers and employees	164	126
Kolkhoz farmers	213	137

The social measures carried out in recent years have resulted in the fact that together with growth of pay, a significant role has been played by increased payments and benefits from public consumption funds in bringing closer together the real-income levels of kolkhoz farmers to that of the real income of workers and employees.

Payments and benefits from public consumption funds increased per capita in families of kolkhoz farmers at an accelerating rate compared to the same indicators computed per capita in families of workers and employees.

4. Structure of Income and Expenditures of a Kolkhoz Family (in percent)

	1970	1975	1980	1982
Aggregate family income	100	100	100	100
including:				
income from kolkhoz	40.0	43.7	43.9	42.8
earnings of family members	8.4	8.1	9.6	9.3
pensions, stipends, grants and other payments and benefits from public consumption funds (including free education, medical treatment and others)	17.9	21.4	19.5	19.1
income from private subsidiary farm	31.9	25.4	25.3	27.3
income from other sources	1.8	1.4	1.7	1.5
Use of aggregate income				
including:				
for food	40.4	37.1	35.9	34.7

(Concl'd)

	1970	1975	1980	1982
for acquisition of:				
fabrics, clothing, footwear	15.7	15.7	16.5	15.9
furniture, cultural items and objects of everyday use (including automobiles, motorcycles, bicycles and the like)	4.2	5.9	6.7	6.6
construction materials	2.8	2.7	1.9	1.9
fuel	1.8	1.6	1.5	1.3
for social-cultural and everyday services	15.0	16.8	15.0	14.7
of the above education, medical treatment and other free services through the use of public consumption funds	10.8	12.3	10.5	10.3
accumulation (growth of available cash, deposits in savings banks, livestock, poultry, products of private subsidiary farming and others)	6.4	6.0	7.3	9.6
taxes, collections, payments	1.3	1.2	1.5	1.5
other expenses	11.7	13.0	13.7	13.8

11. Opening of General Educational Schools in Rural Localities (thousands of pupils' places)

	Total	including	
		state, public and cooperative enterprises and organizations	kolkhozes and intereconomic enterprises and organizations
Two years of the 11th Five-Year Plan	1,040	808	232
1981	552	432	120
1982	488	376	112

At the beginning of the 1982/83 school year there were 98,300 day general educational schools, including primary--29,000, 8-year--34,300, secondary--34,200.

A total of 17.0 million pupils studied in them, including 6.0 million in 1st-3rd year classes, 8.6 million in 4th-8th year classes and 2.3 million in 9th-10th(11th) year classes.

The rural general educational school is being staffed with qualified cadres of teachers. In the beginning of the 1982/83 school year, 1,274,000 teachers worked in rural day general educational schools. Of these, 71.2 percent had higher education, 19.3 percent--secondary pedagogic, 5.6 percent--incomplete higher education and 3.9 percent--secondary specialized (not pedagogic) and secondary general education.

A total of 2.3 million pupils' places will be built in rural localities during 1981-1985.

12. Opening of Preschool Institutions in Rural Localities (thousands of places)

	Total	including	
		state, public and cooperative enterprises and organizations	kolkhozes and intereconomic enterprises and organizations
Two years of the 11th Five-Year Plan	343	217	126
1981	170	108	62
1982	173	109	64

The network of permanent preschool institutions is growing more rapidly in rural localities than in cities. In rural localities by the end of 1982 a total of 61,600 permanent preschool institutions were in operation with an attendance of 3.7 million children. Besides permanent preschool institutions, seasonal preschool institutions are organized during the summer period. In 1982, they served about 1.0 million children in rural localities. The number of children included in permanent and seasonal preschool institutions had grown 1.6-fold in 1982 compared to 1970.

Preschool institutions with 1.2 million places will be erected on kolkhozes and sovkhoses during 1981-1985.

15. Educational Level of Urban and Rural Population

	Number of persons per thousand with higher or secondary (complete or incomplete) educa- tion		with higher		with secondary (com- plete or incomplete)	
	urban population	rural population	urban population	rural population	urban population	rural population
Entire population aged 10 or over:						
1939	218	52	19	2	199	50
1959	469	256	40	7	429	249
1970	592	332	62	14	530	318
1979	723	492	93	25	630	467
1983	753	538	108	25	645	513
Employed population:						
1939	242	63	32	3	210	60
1959	564	316	59	11	505	305
1970	748	499	90	25	658	474
1979	863	693	130	42	733	651
1983	894	779	142	50	752	729

17. Rural People's Universities by Branches of Knowledge as of 1 June 1980 (according to data of simultaneous registration)

	Number of universities	Students in them (thousands)
All people's universities	12,665	2,283
including universities of:		
pedagogic knowledge	6,133	1,206
culture	1,444	184
social-political knowledge	1,126	169
medical knowledge	894	131
legal knowledge	819	150
agricultural knowledge	1,136	246
scientific-knowledge and advanced experience	41	4
economic knowledge, organization and opera- tion of production	214	24
natural-science knowledge	100	12
Soviet trade	27	2
social occupations	33	6
lecturing skill	21	1
physical culture and sports	24	3
others	653	149

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